

Annual EEO Statement

For EEO Annual Period ending 8/1/2016

WRVM Inc. (WRVM) is a religious broadcaster [see 47 C.F.R. 73.2080(c)(1) and 17 FCC Rcd. 24018(2002)]; as such, it has established religious qualifications for all employee positions.

In accordance with FCC rules, WRVM makes reasonable, good faith efforts to recruit applicants among those who are qualified for employment based upon their religious belief or affiliation without regard to race, color, national origin or gender.

Listed below are the vacancies (job openings) filled during this reporting period followed by the list of recruitment sources (RS) used during the period to solicit applicants.

The part-time position was hired using EEO standards to expedite potential future upgrade to full-time position.

Vacancy List

Job Title	Date Filled	Recruitment Source (RS) Used to fill vacancy	RS Referring Hiree
Social Media Director	open	#1 through #10	
Part-time Engineering Assistant	21-Jul-16	#1 through #10	#9

Recruitment Source List

RS Number	Recruitment Source (RS)	Address	Contact Person, phone, email. Etc.	Requested Listings (Y/N)	# of Interviews Referred
1	WRVM Website	http://wrvmradio.org/pages/?p=14	Mike Cornell 920-842-2900 mccornell@wrvm.org	Y	0
2	Wisconsin Broadcaster Association	http://www.wi-broadcasters.org/careers/job-bank/	44 E Mifflin St; Suite 900; Madison, WI 53703 (608) 255-2600	N	0
3	Moody Career Development	https://careerfinder.moody.edu/	Patrick Friedline patrick.friedline@moody.edu (312) 329-4414	N	0
4	NRB	http://nrb.org/membership/career__classifieds/	jstephens@nrb.org , (703) 331-4510	N	0
5	HisAir.net	http://www.hisair.net/job-openings/	(225) 744-3524	N	0
6	Spring Arbor College	http://www.arbor.edu/resources/offices/career-development/	Chad.Melton@arbor.edu , (517) 750-6711	N	0
7	WRVM Newsletters	PO Box 212, Suring WI 54174	Mike Cornell 920-842-2900 mccornell@wrvm.org	Y	0
8	Manager's Desk Program	WRVM, PO Box 212, Suring WI 54174	Mike Cornell 920-842-2900 mccornell@wrvm.org	Y	0
9	Employee Referral	WRVM, PO Box 212, Suring WI 54175	Mike Cornell 920-842-2900 mccornell@wrvm.org	Y	1
10	Unrecruited			N	0