

# Annual EEO Statement

## For EEO Annual Period ending 8/1/2017

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	2/16/2017	#1 through #10	#8
Announcer	vacant	#1 through #10	

## Recruitment Source List

RS Number	Recruitment Source (RS)	Address	Contact Person, phone, email. Etc.	File Name of Listing	Requested Listings (Y/N)	# of Interviews Referred
1	WRVM Website	<a href="http://wrvmradio.org/pages/?p=14">http://wrvmradio.org/pages/?p=14</a>	Mike Cornell 920-842-2900 mcornell@wrvm.org	"Social Media - WRVM web.pdf"	Y	0
2	Wisconsin Broadcaster Association	<a href="http://www.wi-broadcasters.org/careers/job-bank/">http://www.wi-broadcasters.org/careers/job-bank/</a>	44 E Mifflin St; Suite 900; Madison, WI 53703 (608) 255-2600	Social Media	N	1
3	Moody Career Development	<a href="https://careerfinder.moody.edu/">https://careerfinder.moody.edu/</a>	Patrick Friedline patrick.friedline@moody.edu (312) 329-4414	All Listings - Moody.pdf	N	0
4	NRB	<a href="http://nrb.org/membership/career__classifieds/">http://nrb.org/membership/career__classifieds/</a>	<a href="mailto:jstephens@nrb.org">jstephens@nrb.org</a> , (703) 331-4510	Social Media - NRB.org	N	0
5	HisAir.net	<a href="http://www.hisair.net/job-openings/">http://www.hisair.net/job-openings/</a>	(225) 744-3524	All Listings - HisAir.pdf	N	0
6	Spring Arbor College	<a href="http://www.arbor.edu/resources/offices/career-development/">http://www.arbor.edu/resources/offices/career-development/</a>	<a href="mailto:Chad.Melton@arbor.edu">Chad.Melton@arbor.edu</a> , (517) 750-6711	Social Media - College Central.pdf	N	0
7	WRVM Newsletters	PO Box 212, Suring WI 54174	Mike Cornell 920-842-2900 mcornell@wrvm.org	Social Media - WRVM Radio Update.pdf	Y	0
8	Manager's Desk Program	WRVM, PO Box 212, Suring WI 54174	Mike Cornell 920-842-2900 mcornell@wrvm.org	Social Media - WRVM Managers Desk.pdf	Y	0
9	Employee Referral	WRVM, PO Box 212, Suring WI 54175	Mike Cornell 920-842-2900 mcornell@wrvm.org	n/a	Y	1
10	Unrecruited			n/a	N	0
11	College Central Network	<a href="https://collegecentral.com">https://collegecentral.com</a>		Social Media Director	N	0
12	Bob Gustafson Moody Bible Institute	bob.gustafson@moody.edu	<b>Bob Gustafson, Assistant Professor   Communications</b> o. 312.329.4072 c. 224.241.6564	Personal contact. He is the Internship Director for the broadcast students.	N	0