

Annual EEO Statement

For EEO Annual Period ending 7/31/2018

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 Announcer position was listed for a full-time job. Since we didn't find a candidate meeting our needs, we instead hired a part-time intern using full-time EEO standards to expedite the new employee's 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 #12	#8
Announcer (hired part-timer)	6/27/2017	#1 through #13	#1

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 mcornell@wrvm.org	Y	1
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 mcornell@wrvm.org	Y	0
8	Manager's Desk Program	WRVM, PO Box 212, Suring WI 54174	Mike Cornell 920-842-2900 mcornell@wrvm.org	Y	2
9	Employee Referral	WRVM, PO Box 212, Suring WI 54175	Mike Cornell 920-842-2900 mcornell@wrvm.org	Y	1
10	Unrecruited			N	0
11	College Central Network	https://collegecentral.com		N	0
12	Bob Gustafson Moody Bible Institute	bob.gustafson@moody.edu	Bob Gustafson, Assistant Professor - Communications o. 312.329.4072 c. 224.241.6564	N	0
13	Job Center of Wisconsin	jobcenterofwisconsin.com	Web access	Y	0