

**Annual EEO Statement**  
**WRVM, Inc.**  
For EEO Annual Period ending 7/31/2023

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.

**Vacancy List**

<b>Job Title</b>	<b>Date Filled</b>	<b>Recruitment Source (RS) Used to fill vacancy</b>	<b>RS Referring Hiree</b>
Announcer-Public Affairs	14-Apr-23	Employee Referral	Todd Grunwald (RS-6)

## Recruitment Source List

RS Number	Recruitment Source (RS)	Address	Contact Person, phone, email. Etc.	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 mccornell@wrvm.org	Y	
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	N	
3	Moody Career Development	<a href="https://careerfinder.moody.edu/">https://careerfinder.moody.edu/</a>	Patrick Friedline patrick.friedline@moody.edu (312) 329-4414	N	
4	HisAir.net	<a href="http://www.hisair.net/job-openings/">http://www.hisair.net/job-openings/</a>	(225) 744-3524	N	
5	Manager's Desk Program	WRVM, PO Box 212, Suring WI 54174	Mike Cornell 920-842-2900 mccornell@wrvm.org	Y	
6	Employee Referral	WRVM, PO Box 212, Suring WI 54175	Mike Cornell 920-842-2900 mccornell@wrvm.org	Y	1
7	Unrecruited			N/A	
8	Bob Gustafson Moody Bible Institute	bob.gustafson@moody.edu	Bob Gustafson, Assistant Professor - Communications o. 312.329.4072 c. 224.241.6564	N	
9	Job Center of Wisconsin	jobcenterofwisconsin.com	Web access	Y	2
10	Unknown			N/A	1