

RADIO STATION WIHS

1933 South Main Street

Middletown, CT 06457

“Your Station For Information and Information”

104.9 FM

EEO Public File Report

Connecticut Radio Fellowship Inc (CRF) of Middletown, CT 06457, the licensee of Station WIHS, 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 Red. 24018 (2002). As a religious broadcaster, CRF has established a religious qualification for all employee positions at WIHS. In accordance with the FCC’s rules, CRF 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 belief or affiliation. Listed below are the full-time vacancies filled during this reporting period, followed by the list of recruitment sources used during the period to solicit applicants.

Reporting Period: 13 September 2016 – 19 September 2017

FULL TIME EMPLOYMENT ACTIVITY

A. Full-Time Vacancies Filled During Past Year

1. **Job Title:** Office Assistant **Date Vacancy Filled:** 24 April 2017

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. **WIHS Website (www.wihsradio.org)** – Position Opening was placed on the **WIHS** website for 3 weeks beginning 20 March 2017.
2. **WIHS Family Prayer Circle Broadcast** – Position Opening was mentioned and prayed for during the Family Prayer Circle broadcasts in late March 2017 and early April 2017.
3. **WIHS Public Announcements** – During late March 2017 and early April 2017 there were frequent on-air announcements providing information regarding the need of an Office Assistant and inviting persons to apply for the position of Office Assistant at **WIHS**.

C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During The Past Year (raw number)

1. Employment applications with personal resumes, statements regarding viewpoints on Christian Radio Ministries, and statements of personal Christian faith were received from eight persons via electronic media, and four were received via USPS mail. All twelve applicants were responded to via the Internet to secure and/or provide additional information. Telephone contacts were made with potential interviewees. Four applicants were selected for in-person interviews and one person was subsequently offered the position, which was accepted.

D. Total Number of Applicants For All Full-Time Vacancies Filled During The Past Year Per Recruitment/Referral Sources

1. **WIHS Website: 8**
2. **WIHS On-Air Broadcasts: 4**

Other EEO Reportable Activities for 20 September 2015 – 12 September 2016

WIHS participated in the Connecticut Broadcaster's Association Scholarship program during the winter of 2016 and spring of 2017 through broadcast dissemination of prepared Scholarship promo programs which aired on a regular basis (1 – 3 times per day).

WIHS participated in several community or state-wide events held in Connecticut during the reporting period, including community fairs, outreach programs and special public events sponsored by **WIHS** such as an Anniversary Celebration Dinner and Christian Leadership Breakfast. In all of these events, information was announced and/or given to the attendees regarding opportunities for employment in Christian Radio broadcasting, including Christian Radio Station **WIHS**.

WIHS also participated in local church Mission's Conferences and provided participants with information regarding employment opportunities in Christian Radio.

WIHS provided group tours from home school, scouting and church groups during the reporting period. These tours of the Station include question and answer time with Staff and Management along with

encouragement given to tour members to consider employment in the broadcasting field and an explanation of the particular preparation requirements to meet contemporary broadcast industry needs.

WIHS maintains frequent contact (quarterly or more) with a wide representation of local churches and Christian ministries (over 350 contacts) to provide them with information regarding Station operations and needs, including employment opportunities, both part-time and full-time.

Signed: GJ Gerard

Name of Respondent: GJ Gerard

Title: Chief EEO Officer, Radio Station **WIHS**

Date: 19 September 2017

Posted on website: 20 September 2017

Placed in Public Inspection File 20 September 2017