



1933 South Main Street Middletown, CT 06457
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 Rcd. 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: 19 September 2017 – 12 September 2018

FULL TIME EMPLOYMENT ACTIVITY

Full-Time Vacancies Filled During Past Year

No Full-Time Vacancies Were Filled In The Past 12 Months.

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Not Applicable.

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

1. Not Applicable.

Total Number of Interviewees For All Full-Time Vacancies Filled During The Past Year Per Recruitment/Referral Sources:

1. Not Applicable

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Other EEO Reportable Activities for 19 September 2017 – 12 September 2018

- WIHS participated in the Connecticut Broadcaster's Association Scholarship program during the winter of 2017 and spring of 2018.
- 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 a State-wide Wheels for the World and Buckner Shoes for Orphans collection drives, and also 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 sponsored an Open-House in June 2018 at which over 400 people attended and were given tours of the broadcast facilities and were given information regarding opportunities for working in the Christian broadcasting field, including 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 an emphasis given to encourage tour members to consider employment in the broadcasting field.
- 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 (part-time and full-time).

Signed: GJ Gerard

Name of Respondent: GJ Gerard

Title: Chief EEO Officer, Radio Station WIHS

Date: 12 September 2018

Posted on website: 15 September 2018

Placed in Public Inspection File 12 September 2018

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