



1933 South Main Street, Middletown, CT 06457
“Your Station For Information and Information”
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: 12 September 2018 – 12 September 2019

FULL TIME EMPLOYMENT ACTIVITY

- A. Full-Time Vacancies Filled During Past Year
 - 1. No Full-Time Vacancies Were Filled In The Past 12 Months.
- B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy
 - 1. Not Applicable.
- C. Total Number of Persons Interviewed For All Full-Time Vacancies Filled During The Past Year (raw number):
 - 1. Not Applicable.
- D. 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 12 September 2018 – 12 September 2019

- WIHS participated in the Connecticut Broadcaster's Association Scholarship program during the winter of 2018 and spring of 2019.
- 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 Used/New Bible Collection sponsored by Love Gifts, 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 hosted numerous volunteer work-team events, averaging 20-25 persons, at which time the volunteers were informed of opportunities for employment in Christian radio and specifically at WIHS. These volunteers were also given tours of the broadcast facilities of the Station.
- 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). In August 2019 a letter was sent to over 200 churches and organizations informing them of current employment openings.

Signed: GJ Gerard

Name of Respondent: GJ Gerard

Title: Chief EEO Officer, Radio Station WIHS

Date: 12 September 2019

Posted on website: 12 September 2019

Placed in Public Inspection File 12 September 2019

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