

## WUFM EEO Public File Report

**This EEO Public File Report is filed in WUFM's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communication Commission's rules.**

During the one-year period ending on May 31, 2023, the station filled the following full-time vacancy:

- **Production Assistant / Announcer**

Date filled: 10/31/2022

Recruitment sources used:

- **All Access Music Group** [2 interviews]  
Joel Denver; 28955 Pacific Coast Hwy Ste 210; Malibu, CA 90265; 310-457-6616
- **Ohio Association of Broadcasters** [0 interviews]  
Christine Merritt; 17 South High Street Suite 1010, Columbus, OH 43215; 614-228-4052
- **Nat'l Alliance of State Broadcasters Assns (CareerPage.org)** [0 interviews]  
Vance Harrison; 2333 Wisconsin St NE, Albuquerque, NM; 800-622-2414
- **Christian Music Broadcasters** [0 interviews]  
Michelle Younkman; PO Box 241871, Little Rock, AR 72223; 214-738-6135
- **HisAir** [0 interviews]  
Ted Kelly; 37327 Lakeshore Ave, Prairieville, LA 70769; 225-306-8383
- **RadioU.com** [0 interviews]  
Michael Buckingham; PO Box 1887; Westerville, OH 43086; 614-839-7137
- **Indeed, Inc.** [3 interviews]  
Paul Forster; 7501 N. Capital of Texas Hwy Building B; Austin, TX 78731; 800-462-5842
- **Linked In Jobs** [0 interviews]  
Dan Shapero; 1000 West Maude Avenue, Sunnyvale, CA 94085; 650-687-3600
- **Christian Career Center** [0 interviews]  
Kevin & Kay Marie Brennfleck; PO Box 70539, Riverside, CA 92513; 951-299-8035
- **Church Jobs Cafe** [0 interviews]  
No contact information provided; <https://www.churchjobscafe.com>
- **The Gospel Coalition** [0 interviews]  
No contact information provided; <https://www.thegospelcoalition.org/jobs>
- **The Youth Cartel** [0 interviews]  
No contact information provided; <https://theyouthcartel.com/submit-a-job>
- **Ohio Ministry Network** [0 interviews]  
8405 Pulsar Place, Columbus, OH 43240; 614-396-0700
- **Ministry Employment** [0 interviews]  
541 Eastern Point Road Suite 3, Groton, CT 06340; 860-437-5700
- **National Religious Broadcasters** [0 interviews]  
Troy Miller; 660 North Capitol Street NW Ste 210, Washington, DC 20001; 202-543-0073
- **ZipRecruiter** [0 interviews]  
604 Arizona Ave, Santa Monica, CA 90401; (877) 252-1062
- Recruitment source referring hire: Indeed, Inc.

WUFM is a religious broadcaster, and has elected to apply a religious qualification to its station employees. Therefore, WUFM is not required to comply with specific EEO program requirements. WUFM does make reasonable, good faith efforts to recruit applicants without regard to race, color, national origin or sex among those who are qualified based on their religious belief or affiliation.

### **A list and brief description of initiatives undertaken pursuant to Section 73.2080(c)(2) during the preceding year.**

- WUFM/Spirit Communications, Inc. affords equal employment opportunity to all qualified persons and refrains from discrimination in employment and related benefits on the basis of race, color, national origin, etc.

- WUFM/Spirit Communications, Inc. has an established internship program, which in most years, actively works with area colleges and high school career-readiness programs. Students are given involvement in the areas of promotions, production, and business management. Efforts toward this program were curtailed during 2022-2023 due to the lasting effects of the COVID-19 pandemic.
- WUFM/Spirit Communications, Inc. has established a training program for area individuals, which in most years, affords them the opportunity to learn more about the broadcast field, including air talent work, promotions, programming, and production. Efforts toward this program were curtailed during 2022-2023 due to the lasting effects of the COVID-19 pandemic.