

EEO Report Christian Life Communications, Inc.
WCLQ, WAUSAU WI (Facility ID No. 11060)
August 1, 2022 - July 31, 2023
No full-time hires in this period

VACANCY LIST (no full-time vacancies in period)

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree

**EEO Report Christian Life Communications, Inc.
WCLQ, WAUSAU WI (Facility ID No. 11060)
August 1, 2022 - July 31, 2023**

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participation in events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.	On October 26, 2022, our management team participated in the Faith Christian Academy Learning Launch day. The event brought together Wausau area religious ministry employers to present their job departments related to operations. Three of our managers occupied a table and spoke with approximately 70 interested attendees about career opportunities in broadcasting and job openings within WCLQ's operation. We also outlined our mentoring program. A six-week program made of two 90 minute sessions per week.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
2	Internship/Mentoring Program	<p>WCLQ has established a High School and College aged mentoring program designed to assist interested students to acquire the skills necessary to obtain employment in the broadcast industry at no cost. The duration of the program is six weeks long. Interns/mentees are recruited by email and phone calls to area schools and home-school groups. Students learn from various department leads at WCLQ including programming philosophy - clocks, choosing songs that play, etc. Messaging concepts and how radio, and WCLQ specifically, is networking in the community. The Operations of the station including all departments that make radio work. We share our flow chart, audio chain from console to car, Sales/Underwriting/copy writing, to billing. Students learn hands-on audio production and actually do an on-air shift on our secondary stream. Employment options are always discussed upon leaving the program as well as educational opportunities for students so interested.</p>