

## 2017 ANNUAL EEO PUBLIC FILE REPORT

Period Covered by this Report ("Period"): February 1, 2016 through January 31, 2017  
Call signs of stations comprising the reporting Station Employment Unit:  
WWRV(AM), WRVP(AM), WWCL(AM), WVZN(AM), and KCKN(AM)

I. Full-time vacancies filled during period: 0

II. Each recruitment or referral source ("source") Used to seek candidates for each vacancy

**Unique EEO hiring program and church recruitment:** Radio Vision Cristiana Management ("RVC") is a "religious broadcaster" as the Federal Communications Commission defines that term. As a religious entity, we have established certain job qualifications that all applicants must have in order to fill the requirements of the job. They must share our religious beliefs or affiliation and be bilingual in English and Spanish. We provide equal employment opportunity to all, regardless of race, color, national origin, age, and gender, but must stipulate the requirement of religious beliefs and being bilingual, because of our Spanish-speaking religious status and audience.

Based on these requirements and our desire to supply our listening audience with appropriate programming, we are affiliated with a great number of churches and ministries through which we are able to recruit employees for job openings when they arise.

III. Total number of persons interviewed for all full-time vacancies filled during period: 0

IV. Total number of interviewees for all full-time vacancies filled during period per source: 0

V. OUTREACH ACTIVITIES DURING PERIOD

Being a religious broadcaster, RVC is not required to list EEO outreach activities.