

**Progressive Broadcasting System, Inc.
EEO Annual Report**

Station		City of License	FCC Facility ID	Period Covered	
WFRN FM		Elkhart, IN	53639	April 1, 2023 to March 31, 2024	
WCMR AM		Elkhart, IN	53650		
WFRI FM		Winamac, IN	53645		

		# Vacancies Filled	Sources Used		Source that Referred Hiree	# Applicants Interviewed
Sales & Marketing Asst		1	#1, #10		#10	3
Bookkeeper		1	#1, #5, #10		#5	3
DJ/Marketing Rep		1	#1, #5, #10		#5	2

Recruitment Sources

#1	Ads on WFRN	30 second ads run in all dayparts
#2	Ads in local newspapers	Elkhart Truth and Goshen News
#3	Walk-in applicants	Applicants not responding to any ads
#4	Ads in other newspapers	Mainly South Bend Tribune
#5	Referral by Employee	Referrals by Current or Former Employees
#6	Agency referral	Employment Agencies
#7	Referral local College	Mainly Bethel College
#8	Indiana Broadcasters Association	Website Job Listings
#9	Internal Promotion	Employee Promotion
#10	WFRN Website	Online Applications

Progressive Broadcasting System, Inc. ("PBS"), the licensee of WFRN-FM, WCMR and WFRI, is a "religious broadcaster" as that term is defined in the FCC's Second Report and Order and Third Notice of Proposed Rule Making in MM Docket No. 98-204. As such, PBS has established Christian religious belief as a job qualification for all station employees. Among those who share our religious principles, PBS recruits and hires employees without regard to race, color, national origin, or gender.