

**EEO PUBLIC FILE REPORT**  
**June 1, 2022 – May 31, 2023**

**WPHN, Gaylord, Michigan**  
**WOLW, Cadillac, Michigan**  
**WTHN, Sault Ste. Marie, Michigan**  
**WQHN, East Jordan, Michigan**

Northern Christian Radio, Inc. (“NCR”), licensee of stations WPHN, WOLW, WTHN, and WQHN, 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 and pursuant to Section 73.2080(a) of the FCC’s rules, NCR has established Christian religious belief as a job qualification for all of its employees. Among those who share our religious principles, NCR recruits and hires employees without regard to race, color, national origin or gender.

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
No fulltime vacancies were filled during this reporting year.		

**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	<a href="http://www.HisAir.net">www.HisAir.net</a> , 37327 Lakeshore Ave, Prairieville, LA 70769 (Phone: 225-306-8383)	N	
2	cmbonline.org, Christian Music Broadcasters, P.O. Box 241871, Little Rock, AR 72223	N	
3	On air over NCR’s stations.	N	
4	Facebook	N	
5	thepromisefm.com (NCR’s website)	N	
6	<i>Gaylord Herald-Times</i> , 2058 S. Otsego Ave., Gaylord, MI 49735 (Phone: 989-732-1111)	N	
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>0</b>