

EEO Narrative Statement

The Station Employment Unit became subject to the FCC EEO Rule on December 29, 2003 when it went from 4 full time employees to 5 full time employees. Christian Family Media Ministries, Inc., the licensee of Stations WCVK, WJVK and WZVK, is a religious broadcaster as defined by the regulations of the Federal Communications Commission.

As a religious broadcaster, Christian Family Media Ministries, Inc. has established a religious qualification for all employee positions at WCVK/WJVK/WZVK. In accordance with the FCC's rules, Christian Family Media Ministries, Inc. makes reasonable, good faith efforts to recruit applicants, without regard to race, color, national origin or gender, among those who are qualified based for employment on their religious belief or affiliation. Christian Family Media Ministries, Inc. has not filled a full-time position vacancy subject to the FCC-EEO Rule during this reporting period.

However, Christian Family Media Ministries, Inc. has already established a working list of recruitment sources among its co-religionists it will utilize to achieve broad outreach. This list is part of the Station Employment Unit's 2023-24 EEO Public File Report. This list will continue to grow as more organizations are discovered that can be used as recruitment sources and as other organizations who ask to be notified in case of full-time vacancies are added to the list. These recruitment sources will receive a copy of Christian Family Media Ministries, Inc.'s EEO Policy & Program and be notified every time a full-time vacancy becomes available.