

**RIVER RADIO MINISTRIES**  
**JOB OPENINGS AND PUBLIC FILE REPORT**

The EEO Public File Report is filed in WCVO, WZNP, WFCO and WZCP  
public inspection file pursuant to Section 73.2080(c)(6) of the Federal  
Communications Commission's ("FCC") rules

*EEO PUBLIC FILE REPORT*

June 1, 2019 to May 31, 2020

**Section 1 – Vacancy Information**

<b>Job title</b>	<b>Date filled</b>	<b>Recruitment Source</b>	<b>Recruitment Source of Hire</b>	<b>Interviews</b>
No job openings during the period covered in this report.				

**Section 2 – Recruitment Sources**

1. WCVO Radio – On Air  
881 E Johnstown Rd  
Gahanna, OH 43230  
614-289-5700  
[www.1049theriver.com](http://www.1049theriver.com)
2. Local Websites [www.1049theriver.com](http://www.1049theriver.com)
3. Internal Posting
4. Employee Referral
5. Non-Employee Referral
6. All Access, [www.allaccess.com](http://www.allaccess.com)
7. [www.hisair.net](http://www.hisair.net)
8. National Association of Broadcasters, [www.nab.org](http://www.nab.org)
9. Ohio Association of Broadcasters, [www.oab.org](http://www.oab.org)
10. National Religious Broadcasters, [www.nrb.org](http://www.nrb.org)
11. River Radio Ministry Internship Programs

12. Consultant/Independent Contractor
13. Cedarville University Career Services
14. Mount Vernon Nazarene University Career Services
15. Columbus College of Art & Design Career Services
16. Craigslist.org
17. LinkedIn
18. 2019 and 2020 Spring OSU Intern Fair

### Section 3 – Supplemental Recruitment Activities

- Ohio State University Intern Fair – 1/24/2019 and 1/23/2020
- 104.9 the River Community Relations Internship Program – Ongoing
- Cedarville University adjunct professor – In January through April 2020, Bill Montgomery, the Chief Sales Officer, served as adjunct professor at Cedarville University, teaching a class entitled *Broadcasting and Digital Media Sales*. Students were given insight and information on media sales departments and their interactions with other departments in a media company. They met other employees from River Radio Ministries as guest speakers, including Brittany Wagner, David Stephens and Todd Amlin. Students were planning on taking a field trip to the studios of River Radio Ministries, but those plans were put on hold as a result of the state of Ohio's shelter in place orders. Mr. Montgomery has been teaching this class annually since 2012, and each year take field trips to WCVO studios or other radio stations for students to get exposure to the field of broadcasting. Mr. Montgomery also regularly use radio professionals from WCVO and other stations as expert teachers. Many of the students of these classes have become interns at WCVO, interns at other radio stations around the country, employees of WCVO and employees of radio stations around the country. This partnership also allows us to stay in close contact with broadcasting and student radio advisor, Jim Leightenheimer. He promotes the River as an industry leader and regularly invites students to consider the River for internships or future employment.
- Guest speaker at Cedarville University Columbus campus (International Center for Creativity) - In March of 2020, Mr. Montgomery addressed the Juniors and Seniors of Cedarville University's Industrial Design program, which receives instruction at the International Center for Creativity in Columbus. He spoke to the students about the importance of networking in their careers and how that will allow them to connect with professionals for hiring and career advancement.
- Guest Speaker at Centerburg High School – In March of 2020, Mr. Montgomery addressed 3 FCCLA (Family, Career and Community Leaders of America) classes. He spoke to the students about the importance of networking in their education and future careers and how that will allow them to make informed decisions about career paths, and future employment.