

**WLJD(FM), WLJN(AM), WLJN-FM, WLJW-FM, WPHN(FM), and
WQHN(FM)**

EEO PUBLIC FILE REPORT

June 1, 2023 – May 31, 2024

Northern Christian Radio, Inc. (“NCR”), the licensee of the stations that compose this station employment unit (“SEU”), is a *religious broadcaster* as this 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 beliefs 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 Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
On-Air Talent	6*	6

**Exigent Circumstances*

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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	On-Air Announcements (<i>one or more SEU stations</i>)	No	0
2	The Promise FM Website (<i>Northern Christian Radio’s Website</i>) www.thepromisefm.com	No	0
3	Facebook Page	No	0
4	HisAir Website www.HisAir.net	No	0
5	Christian Music Broadcasters P.O. Box 241871 Little Rock, AR 72223 www.cmbonline.org	No	0
6	Word-of-Mouth Referral	No	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			1

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III. RECRUITMENT INITIATIVES

Again, Northern Christian Radio, Inc., is a religious broadcaster as defined by the FCC and as such has established a religious qualification for all employee positions at its stations. Accordingly, this SEU is exempt from the “Prong 3,” long-term outreach and certain other FCC EEO requirements.