

ANNUAL EEO PUBLIC FILE REPORT

KWND, 88.3 FM – Springfield, MO

KWFC, 89.1 FM – Springfield, MO

Radio Training Network, Inc.

Oct 1, 2018 - Sept. 30, 2019

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.208 (c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: KWND and KWFC. Radio Training Network, Inc. (RTN) is a Religious Broadcaster, and all positions at RTN are subject to a religious qualification, including all positions at KWND and KWFC.

The information contained in this Report covers the time period beginning 10/1/2018 to and including 9/30/2019 (the "Applicable Period"):

1. There were no full-time positions filled at the Station Employment Unit comprised of stations KWND and KWFC during the Applicable Period.
2. A list and brief description of the Outreach Initiatives voluntarily undertaken by this Station Employment Unit during the Applicable Period is included.

**ANNUAL EEO PUBLIC FILE REPORT FORM COVERING THE PERIOD FROM 10/1/18 - 9/30/19,
STATION EMPLOYMENT UNIT: KWND/KWFC**

I. Vacancy Information

Full-Time Positions Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from All Sources for This Position
None	N/A	N/A

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STATION EMPLOYMENT UNIT: KWND/KWFC

II. Supplemental (Non-vacancy specific) recruitment activities undertaken by KWND and KWFC

Because Radio Training Network, Inc. (RTN), is a Religious Broadcaster and all positions at RTN are subject to a religious qualification, including all positions at KWND and KWFC, RTN is not required to complete the Section 73.2080(c)(2) Outreach Initiatives for this Station Employment Unit. Nevertheless, RTN regularly engages in outreach activities in the communities surrounding KWND and KWFC.

ACTIVITIES:

Offering job shadowing and long-term internships to community members, students of local middle schools, high schools and universities including, but not limited to, Springfield Little Theatre Education Students, Evangel University, Drury University, Missouri State University, and Ozarks Technical Community College.

Free Announcements for various churches, non-profits, and organizations – Family Calendar.

Concerts and activities at local universities (i.e. Evangel University, Missouri State University) and not-for-profit buildings (Gilloiz Theatre).

Provided tours for local families, persons, elementary/middle/high/home school students (Homeschool) interested in radio.

Also provided tours for local Cub Scouts, Boy Scouts, and Girl Scouts Troops so that they might earn their communication badges.

KWND(FM)/KWFC(FM)

EEO Narrative

Covering the period from October 1, 2018 – September 30, 2019

Radio Training Network, Inc., the licensee of KWND(FM) and KWFC(FM), is a Religious Broadcaster as defined by the regulations of the Federal Communications Commission. See 47 C.F.R. 73.2080 (c)(1); Review of the Commission's Broadcast and Cable Equal Employment Opportunity Rules and Policies, 17 FCC Rcd. 24018 (2002). All positions at RTN are subject to a religious qualification, including all positions at KWND(FM) and KWFC(FM). As a Religious Broadcaster, Radio Training Network makes reasonable, good faith efforts to recruit applications, without regard to race, color, national origin or gender, among those who are qualified for employment based on their religious belief or affiliation.

During the designated period, KWND(FM) and KWFC(FM) engaged in the following outreach recruitment activities:

Internship Program: Long-term internship opportunities are available to local community members and students of area high schools and universities, including, but not limited to, Evangel University, Missouri State University and Ozarks Technical Community College.

Job Shadowing: KWND(FM)/KWFC(FM) offers shadowing programs to local community members and students at the middle school, high school and university levels, including, but not limited to, Evangel University, Missouri State University and Ozarks Technical Community College.

Community Service Hours: KWND(FM)/KWFC(FM) provides opportunities for students from Missouri State University, Ozarks Technical Community College, New Covenant Academy (K-12), Springfield Little Theatre, and Evangel University, as well as Community Members to accrue community service hours.

Educational Tours: KWND(FM)/KWFC(FM) gives facility tours for local families, elementary school, middle school, high school, and home school students interested in broadcasting. KWND(FM)/KWFC(FM) also offers tours to local Cub Scout, Boy Scout and Girl Scout Troops so that they might earn their communication badges.