

The EEO Public File Report for 10/01/17 – 09/30/18 was originally placed in the KWND and KWFC Public Files on 10/01/18. That Report was revised to correct clerical errors, clarify RTN's status as a Religious Broadcaster, and clarify that the Director of First Impressions position was filled twice during this period due to an internal promotion. The Revised Report was placed in the Public Files of KWND and KWFC on July 26, 2019.

**KWND, 88.3 FM – Springfield, MO**  
**KWFC, 89.1 FM – Springfield, MO**

**ANNUAL EEO PUBLIC FILE REPORT FORM**  
**Oct 1, 2017 - Sept. 30, 2018**

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 10/1/2017 to and including 9/30/2018 (the “Applicable Period”):

1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during this Applicable Period.
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy.
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080 (c) (2) of the FCC rules.

Appendices 1, 2, and 3 which follow have been designed, in the aggregate, to provide the above information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for which this source was utilized” refer to the number of the full-time positions listed on Appendix 1.

**APPENDIX 1 TO**

**ANNUAL EEO PUBLIC FILE REPORT FORM**

**COVERING THE PERIOD FROM 10/1/17 - 9/30/18**

**Station Comprising Station Employment Unit: KWND/KWFC**

Section 1: Vacancy Information

	Full Time Positions Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from all sources for this position
1.	Director of First Impressions (1 <sup>st</sup> Hire)	Station Website/Personal Reference	4
2.	Director of First Impressions (2 <sup>nd</sup> Hire after 1 <sup>st</sup> Hire Promoted to Promotions Director)	Indeed.com	4
3.	Account Executive	ZipRecruiter.com	5
4.			
5.			

Total Number of Persons Interviewed During Applicable Period: 13

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**APPENDIX 2 TO**

**ANNUAL EEO PUBLIC FILE REPORT FORM**

**COVERING THE PERIOD FROM 10/01/17 TO 9/30/18**

**STATION(S) COMPRISING STATION EMPLOYMENT UNIT: KWND/KWFC**

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone, Contact Name)	Total Number of Interviewees this source has provided during this period	Full Time Positions for which this source was utilized
A.	Mid-American All-Indian Center* The Indian Center 650 N Seneca St. Wichita, KS 67203-3204 316-262-5221	0	Director of First Impressions (1 <sup>st</sup> /2 <sup>nd</sup> Hires)
B.	Kathy Christy, Director* OTC Job Placement Office 933 E Central Springfield, MO 65802 417-895-7207	0	Director of First Impressions (1 <sup>st</sup> /2 <sup>nd</sup> Hires); Account Executive
C.	Evangel University Job Board* 1111 N Glenstone Ave Springfield, MO 65802 417- 865-2815	0	Director of First Impressions (1 <sup>st</sup> /2 <sup>nd</sup> Hires)
D.	Missouri State University* Office of Human Resources 901 S National Ave Springfield, MO 65897	0	Director of First Impressions (1 <sup>st</sup> /2 <sup>nd</sup> Hires)

	417-836-5000		
F.	Theresa Terry, MO Career Center* MO Div of Workforce Development 1514 S Glenstone Ave Springfield, MO 65804 417-887-4343	0	Director of First Impressions (1 <sup>st</sup> /2 <sup>nd</sup> Hires)
I.	All Access/All Access.com 11 Music Circle South Suite 101 Nashville, TN 37203 615-252-6400	0	Director of First Impressions (1 <sup>st</sup> /2 <sup>nd</sup> Hires)
K.	88.3 The Wind 2550-100 S. Campbell Ave. Springfield, MO 65807 417-889-0883	2	Director of First Impressions (1 <sup>st</sup> /2 <sup>nd</sup> Hires); Account Executive
L.	HisAir.Net Ted Kelly P.O. Box 307 Duplessis, LA 70728	0	Director of First Impression (1 <sup>st</sup> /2 <sup>nd</sup> Hires)
M.	Christian Radio Careers Christian Music Broadcasters Post Office Box 241871 Little Rock, AR 72223	0	Director of First Impressions (1 <sup>st</sup> /2 <sup>nd</sup> Hires)
N.	89.1 KWFC 2550-100 S. Campbell Ave. Springfield, MO 65807 417-869-0891	1	Director of First Impressions (1 <sup>st</sup> /2 <sup>nd</sup> Hires); Account Executive

O	Indeed.com	6	Director of First Impressions (1 <sup>st</sup> /2 <sup>nd</sup> Hires); Account Executive
P	ZipRecruiter.com	4	Account Executive

\* Indicates sources that have requested notification of job openings

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**APPENDIX 3 TO**

**ANNUAL EEO PUBLIC FILE REPORT FORM**

**COVERING THE PERIOD FROM 10/01/17-09/30/18**

**STATION(S) COMPRISING STATION EMPLOYMENT UNIT: KWND/KWFC**

Section 3: Supplemental (Non-vacancy specific) recruitment activities undertaken by KWND and KWFC

Because all positions at KWND and KWFC are subject to a religious qualification, 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 (Gillioz 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.

Exhibit 3

## **KWND(FM)/KWFC(FM)**

### **EEO Narrative**

#### **Covering the period from October 1, 2017 – September 30, 2018**

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). 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.