

RADIO TRAINING NETWORK, INC.

KWND, Springfield, MO (Facility ID. No. 51636)

KWFC, Springfield, MO (Facility ID. No. 3681)

Annual EEO Public File Report

Oct. 1, 2019 - Sept. 30, 2020

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080 (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 10/1/2019 to and including 9/30/2020 (the "Applicable Period"):

1. A list of all full-time vacancies filled by 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. A list and brief description of the outreach initiatives undertaken during the Applicable Period.

Appendices 1, 2, and 3 which follow have been designed, in the aggregate, to provide the above information.

APPENDIX 1

Vacancy Information

There were no full-time positions filled at the Station Employment Unit comprised of stations KWND and KWFC during the applicable period.

APPENDIX 2

Recruitment Source Information

	Recruitment Source (Name, Address, Telephone, Contact Name)	Total Number of Interviewees this source has provided during this period
A.	Mid-American All-Indian Center The Indian Center 650 N Seneca St. Wichita, KS 67203-3204 316-262-5221	0
B.	Kathy Christy, Director OTC Job Placement Office 933 E Central Springfield, MO 65802 417-895-7207	0

C.	Evangel University Job Board 1111 N Glenstone Ave Springfield, MO 65802 417- 865-2815	0
D.	Missouri State University Office of Human Resources 901 S National Ave Springfield, MO 65897 417-836-5000	0
F.	Theresa Terry, MO Career Center MO Div of Workforce Development 1514 S Glenstone Ave Springfield, MO 65804 417-887-4343	0
I.	All Access/All Access.com 11 Music Circle South Suite 101 Nashville, TN 37203 615-252-6400	0
K.	88.3 The Wind 2550-100 S. Campbell Ave. Springfield, MO 65807 417-889-0883	0
L	HisAir.Net Ted Kelly P.O. Box 307 Duplessis, LA 70728	0
J	Christian Radio Careers Christian Music Broadcasters Post Office Box 241871 Little Rock, AR 72223	0
L	Springfield Business Journal 313 Park Central Square W Springfield, MO 65806 417-831-3238	0
N	89.1 KWFC 2550-100 S. Campbell Ave. Springfield, MO 65807 417-869-0891	0

O	Glassdoor. com	0
P	Indeed.com	0

* Indicates sources that have requested notification of job openings

APPENDIX 3

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:

Job Shadowing and Internships: 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.

Community Service Hours: Station Employment Unit 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: Station Employment Unit gives facility tours for local families, elementary school, middle school, high school, and home school students interested in broadcasting. Also offers tours to local Cub Scout, Boy Scout and Girl Scout Troops so that they might earn their communication badges.

Community Activities: Sponsors concerts and activities at local universities (i.e. Evangel University, Missouri State University) and not-for-profit buildings (Gilloiz Theatre).

KWND(FM)/KWFC(FM)

EEO Narrative

Covering the period from October 1, 2019 – September 30, 2020

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)/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.