

KWND, 88.3 FM – Springfield, MO

KWFC, 89.1 FM – Springfield, MO

ANNUAL EEO PUBLIC FILE REPORT FORM

Oct 1, 2014 - Sept. 30, 2015

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 is required to be placed in the public inspection files of these stations.

The information contained in this Report covers the time period beginning 10/1/2014 to and including 9/30/2015 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

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 required 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 10/1/14 - 9/30/15

Station Comprising Station Employment Unit: KWND and KWFC

Section 1: Vacancy Information – Program Director/Morning Show Host

	Full Time Positions Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from all sources for this position
1.	Program Director/Morning Show Host	Within; Radio Training Network	5
2.			
3.			
4.			
5.			

Total Number of Persons Interviewed During Applicable Period: 5

APPENDIX 2 TO

ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM 10/01/14 TO 9/30/15

STATION(S) COMPRISING STATION EMPLOYMENT UNIT: KWND and 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	Program Director/Morning Show Host
B.	Kathy Christy, Director OTC Job Placement Office 933 E Central Springfield, MO 65802 417-895-7207	0	Program Director/Morning Show Host

C.	Heart of America Indian Center 600 W 39th St Kansas City, MO 64111 816-421-7608	0	Program Director/Morning Show Host
D.	Mark Laird Rehabilitation Services for the Blind 149 Park Central Square Room 640 Springfield, MO 65806 427-895-6386	0	Program Director/Morning Show Host
E.	Kenneth L Estes, Executive Director Southwest Missouri Indian Center 543 S Scenic Springfield, MO 65802 417-869-9550	0	Program Director/Morning Show Host
F.	Theresa Terry, MO Career Center MO Div of Workforce Development 1514 S Glenstone Ave Springfield, MO 65804 417-887-4343	0	Program Director/Morning Show Host
G.	Jane Fast Grupo Latino Americano 318 Park Central E, #623 Springfield, MO 65806 417-865-0608	0	Program Director/Morning Show Host
I.	All Access/All Access.com 11 Music Circle South Suite 101 Nashville, TN 37203 615-252-6400	2	Program Director/Morning Show Host
K.	Christian Radio Careers.com Christian Music Broadcasters Post Office Box 241871 Little Rock, AR 72223	1	Program Director/Morning Show Host
L.	HisAir.Net Ted Kelly P.O. Box 307 Duplessis, LA 70728	2	Program Director/Morning Show Host

K	Emma Bowen Foundation for Minority Interests in Media 524 W 57 th St. New York, NY 10019	0	Program Director/Morning Show Host
L	CBS Studio Center Editorial 2, Ste. 1 4024 Radford Ave. Studio City, CA 91604	0	Program Director/Morning Show Host
M	International Women's Media Foundation 1625 K Street NW Suite 1275 Washington, DC 20006	0	Program Director/Morning Show Host
N	InsideRadio.Com PO BOX 567925 Atlanta, GA 31156	0	Program Director/Morning Show Host

* Indicates sources that have requested notification of job openings

APPENDIX 3 TO

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COVERING THE PERIOD FROM 10/01/14-09/30/15

STATION(S) COMPRISING STATION EMPLOYMENT UNIT: KWND and KWFC

Section 3: Supplemental (Non-vacancy specific) recruitment activities undertaken by 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, Evangel University, Missouri State University, and Ozarks Technical Community College.

Ozark High School Job Shadow

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

Concerts and activities at local universities (i.e. Evangel University, Missouri State University)

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

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

Exhibit 3

KWND(FM) and KWFC(FM)

EEO Narrative

Covering the period from October 1, 2014 – September 30, 2015

Radio Training Network, 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) and 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) and KWFC(FM) provides the opportunity for Missouri State University, Ozarks Technical Community College, New Covenant Academy (K-12,) Community Members, and Evangel University students to meet their required community service hours for service organizations.

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