

The EEO Public File Report for **10/01/21 – 09/30/22**

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

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

ANNUAL EEO PUBLIC FILE REPORT FORM

Oct 1, 2021 - Sept. 30, 2022

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 10/1/2021 to and including 9/30/2022 (the “Applicable Period”):

1. The list contains two new hires for two full-time vacancies filled by the Stations 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 referred the hiree for the 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 10/1/21 - 9/30/22
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.	Business Ministry Account Executive	Indeed.com	14
2.	Overnight On-Air Personality/Production Assistant	TheWind.radio	14

Total Number of Persons Interviewed During Applicable Period: 28

**APPENDIX 2 TO ANNUAL EEO PUBLIC FILE REPORT FORM
COVERING THE PERIOD FROM 10/01/21 TO 9/30/22
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
<p>A. All Access 11 Music Circle South Suite 101 Nashville, TN 37203 615-252-6400</p>	<p>0</p>	<p>1. Business Ministry Account Executive 2. Overnight On-Air Personality/Production Assistant</p>
<p>B KWFC 2550-100 S. Campbell Ave. Springfield, MO 65807 417-869-0891</p>	<p>1) Business Ministry Account Executive</p>	<p>1. Business Ministry Account Executive 2. Overnight On-Air Personality/Production Assistant</p>
<p>C KWND 2550-100 S. Campbell Ave. Springfield, MO 65807 417-889-0883</p>	<p>2) Business Ministry Account Executive 1) Overnight On-Air Personality/Production Assistant</p>	<p>1. Business Ministry Account Executive 2. Overnight On-Air Personality/Production Assistant</p>
<p>D Christian Music Broadcasters P.O. Box 241871 Little Rock, AR 72223</p>		<p>1. Business Ministry Account Executive</p>

			2. Overnight On-Air Personality/Production Assistant
E	Indeed.com	11) Business Ministry Account Executive 13) Overnight On-Air Personality/Production Assistant	1. Business Ministry Account Executive 2. Overnight On-Air Personality/Production Assistant
F	Baptist Bible College 628 E Kearney St Springfield, MO 65803	0	1. Business Ministry Account Executive 2. Overnight On-Air Personality/Production Assistant
G	HisAir.net Ted Kelly P.O. Box 307 Duplessis, LA 70728	0	1. Business Ministry Account Executive 2. Overnight On-Air Personality/Production Assistant
H	Missouri Broadcasters Association 1025 Northeast Dr Jefferson City, MO 65109	0	1. Business Ministry Account Executive 2. Overnight On-Air Personality/Production Assistant

APPENDIX 3 TO

ANNUAL EEO PUBLIC FILE REPORT FORM

COVERING THE PERIOD FROM 10/01/21-09/30/22

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, Evangel University, Drury University, Missouri State University, College of the Ozarks, Ozarks Christian College, Baptist Bible College, Southwest Baptist 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.

Exhibit 3

KWND(FM)/KWFC(FM)

EEO Narrative

Covering the period from October 1, 2021 – September 30, 2022

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, Drury University, Missouri State University, College of the Ozarks, Ozarks Christian College, Baptist Bible College, Southwest Baptist 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, Drury University, Missouri State University, College of the Ozarks, Ozarks Christian College, Baptist Bible College, Southwest Baptist 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), Evangel University, Drury University, College of the Ozarks, Ozarks Christian College, Baptist Bible College, and Southwest Baptist 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.