

2015 Annual EEO Public File Report

The purpose of this EEO Public File Report ("Annual EEO Report") is to comply with Section 73.2080(c)(6) of the FCC's Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following stations.

Licensee: WRVL Network
Address: 3700 Candler's Mountain Road,
Suite F
Lynchburg, VA 24502
Phone Number: 800.424.9594

| Call Sign | Community |
|------------------|----------------------|
| WRVL | Lynchburg, VA |
| WBOP | Buffalo Gap, VA |
| WVRL | Elizabeth City, NC |
| WVRH | Norlina, NC |
| WVRP | Roanoke Rapids, NC |
| WVRD | Zebulon, NC |
| WVRA | Enfield, NC |

The information contained in this Annual EEO Report covers the time period from January 1, 2015 to December 31, 2015 (the "Applicable Period"). Consistent with the FCC's Rules, this Annual EEO Report contains the following information:

- A list of full-time vacancies filled by the Station(s) during the Applicable Period;
- For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the station(s) about any new job openings, which are separately identified;
- The recruitment source that referred the Hiree for each full-time vacancy filled during the Applicable Period;
- Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies

The following sections provide the required information, and summarize the station(s) EEO efforts during the Applicable Period.

This Annual Report was placed in each station's public inspection file on 3.31.16 and posted on the station's website, in accordance with the FCC's EEO Rules.

SECTION 1: Full-Time Job Openings Filled During This Period

Time Period Covered: **January 1, 2015 to December 31, 2015**

Station: **WRVL**

| Full-time Positions Filled By Job Title and Date Filled | Recruitment Source that Referred the Person Hired | Number of Persons Interviewed |
|--|--|--------------------------------------|
| | | |
| 1. Program Director | Liberty University website, HisAir.net, allaccess.com | 5 |
| 2. Morning Anchor Host | Liberty University website, allaces.com, HisAir.net | 3 |
| 3. Morning Co Host | Liberty University website, HisAir.net, allaccess.com | 3 |
| 4. On Air Talent | Liberty University website, allaces.com, HisAir.net | 2 |
| | | |
| | | |
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| | | |

Total Number of People Interviewed for All Job Positions: 13

SECTION 2: Recruitment Sources

Time Period Covered: **January 1, 2015 to December 31, 2015**

Station: **WRVL**

| | Recruitment Source (Name, Address, Phone Number, Contact Person) | Total Number of Interviewees This Source Provided During This Period | Full-time Positions for Which This Source Was Utilized |
|-----|--|---|---|
| 1. | HisAir.net (industry networking resources website) His Air.net Ted Kelly P.O. Box 307 Duplessis, LA 70728 225.744.3524 | 4 | All Positions |
| 2. | Allaccess.com (industry networking resources website) Jackie Chapman 28955 Pacific Coast Hwy Ste 210 Malibu, CA 90265 | 1 | All Positions |
| 3. | Liberty University Employment website 1971 University Blvd Lynchburg VA Attn: Laura Wallace | 4 | All Positions |
| 4. | On air announcements | 1 | All Positions |
| 5. | Radio station website www.myjourneyfm.com | 2 | All Positions |
| 6. | Facebook & Other Social Media "Myjourneyfm" | 1 | All Positions |
| 13. | | | |

SECTION 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Time Period Covered: **January 1, 2015 to December 31, 2015**

Stations: **WRVL, WBOP, WVRL, WVRH, WVRP, WVRD, WRVA**

WRVL radio is a religious broadcaster as defined by the FCC and has established a religious qualification for all employee positions at its stations. As a religious broadcaster, WRVL is exempt from the "Prong 3" long-term outreach and certain other FCC EEO requirements. WRVL makes reasonable, good faith efforts to recruit applicants without regard to race, color, national origin, or gender from among those who are qualified for employment based on their religious belief and/or affiliation.