

2022 - 2023 Annual EEO Public File Report

Annual EEO Public File Report Oct 1, 2022 – Sept 30, 2023

This EEO Public File Report (“Annual EEO Report”) is to comply with section 73.208 (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, which collectively form a single Station Employment Unit for Purposes of EEO Rules:

There was one Full-Time Employee hired from October 1, 2022 - September 30, 2023. EEO activities during the year included:

1. A Full-Time Program Director was hired July 25, 2023. Twelve sources were used to inform the public of the open position and a total of seven people applied. Three interviews were conducted and a final candidate was selected and began employment in August of 2023.
2. Participation in an Internet job bank to promote job openings in broadcasting with regular on-air announcements. KWIL & KHPE each aired 365, 30-second advertisements throughout the year, at various times of the day, highlighting www.Christianjobs.com. Christianjobs.com is an employment agency, which posts job openings in Christian Ministry, including Christian broadcasting. We also placed a link to the website at www.hope1079.com. Our Program Director and Traffic Manager scheduled these announcements.
3. From October 2021 through July 2022 our staff had less than five full-time employees. No outreach initiatives were completed during this time. In July of 2022 the number of employees who worked more than 30 hours per week increased to six. No outreach activities were conducted from July 2022 through Sept 2022.

Recruitment Sources			
	Position: Program Director	Creation Date/ Method	Action/ Log in
	Recruitment Source	Placement Date	# of Responses
1	Oregon Association of Broadcasters 7150 SW Hampton Street, Suite 240 Portland, OR 97223-8366 www.theoab.org	5/23 - Online	Unknown
2	Christian Music Broadcasters www.cmbonline.com	5/16/23 - Online	Unknown
3	All Access www.AllAccess.com	5/16/23 - Online	Unknown
4	His Air.Net www.hisair.net	5/16/23 - Online	Unknown
5	Radio Insight www.radioinsight.com	5/16/23 - Online	Unknown
6	On-Air Announcements on KWIL-AM	5/20/23 - On-Air	Unknown
7	On-Air Announcements on KHPE-FM	5/20/23 - On-Air	Unknown
8	KHPE FM Website: www.hope1079.com	5/17/23 - Online	Unknown
9	HOPE 1079 Facebook Page	Post	Unknown
10	Word-of-Mouth Referral	Staff	Unknown
11	Personal Connection	Email-Phone	2
12	Internal Posting	5/8/23 - Staff Mtg.	Unknown
TOTAL INTERVIEWEES OVER REPORTING PERIOD			3