

# Annual EEO Public File Report

WLFJ-FM, Greenville, SC

Time Brokerage Agreement: WLFJ (AM), Greenville, SC

## Reporting Period - August 1, 2018 – July 31, 2019

The purpose of this EEO Public File Report ("Annual EEO Report") is to comply with section 73.208 (c) (6) of the FCC's 2002 EEO Rule. This is a summary of hiring and EEO outreach conducted during the reporting period listed above by the following stations: WLFJ-FM and WLFJ (AM). Radio Training Network, Inc. (RTN) is a Religious Broadcaster, and all positions at RTN are subject to a religious qualification, including all positions at WLFJ-FM and WLFJ (AM).

The information contained in this Report covers the time period of August 1, 2018 – July 31, 2019 (the "Applicable Period"):

- A list of full-time vacancies filled by the Station(s) during the Applicable Period.
- The Recruitment Source(s) utilized to fill full-time vacancies during the Applicable Period.
- The Recruitment Source that referred the hiree for each full-time vacancy 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.
- A list and brief description of initiatives taken for recruitment and hiring.

## Full-Time Job Openings Filled During This Reporting Period - WLFJ-FM

Applicant Number	Position / Date Filled	Recruitment Source Resulting in Hiring	Number Interviewed for positions hired
1	Account Executive / Underwriting Filled 10/29/18	Indeed.com	4
2	Promotions Director – Filled 7/1/19	Promoted from within company	3

There were no hires during this period at WLFJ-AM

	Annual EEO Public File Report Form covering the period from 8/1/18 To 7/31/19. Stations Comprising Station Employment Unit: WLFJ-FM/WLFJ-AM Recruitment Source List: *Indicates "Entitled" Sources that have requested notification	Total Number of Interviewees this source has provided during this period	Full Time Positions for which this source was utilized
1	Word-of –Mouth Referral – General Staff	1	Account Executive
2	Walk-In/Self-Referral – Nelline Henderson	2	Promotion's Director
3	His Air / <a href="http://www.hisair.net">www.hisair.net</a> – Attn: Job Openings *	3	Afternoon Drive Announcer-2 Promotion's Director-1
4	All Access / All Access.com – Attn: Job Openings		
5	Job Fairs / Career Days (Various Organizations)	2	Promotion's Director
6	Industry/Consultant Referrals	3	Afternoon Drive Announcer
7	Internal Promotions	1	Promotion's Director
8	South Carolina Broadcasters Paula Thayer 1 Harbison Way, 112, Columbia, SC 29212		
9	His Radio Social Media – FB/Twitter/Web - Rob Dempsey		
10	North Greenville University, Attn: Student Affairs P. O. Box 1892, Tigerville, SC 29688	1	Promotion's Director
11	Indeed.com – Attn: Job Openings	3	Account Executive – 2 Promotion's Director – 1
12	Indeed.com – Attn: Job Openings	3	
13	WLFJ Bulletin Board, 2420 Wade Hampton Blvd., Greenville, SC 29615 – Monitored – Nelline Henderson		

## **Recruitment Initiatives**

### **WLFJ-FM and WLFJ-AM**

**Covering the period from  
August 1, 2018 through July 31, 2019**

Because all positions at WLFJ-FM and WLFJ-AM are subject to a religious qualification, RTN is not required to complete the Section 73.2080(c) (2) Outreach Initiatives for these stations. Nevertheless, RTN regularly engages in outreach activities in the communities surrounding WLFJ-FM and WLFJ-AM.

**During the designated period, WLFJ-FM and WLFJ-AM engaged in the following outreach recruitment activities:**

**Educational Tours:** WLFJ-FM/WLFJ-AM provided tours for local Public, Christian and Home School group, as well as families, scheduled or on demand.

**College Lectures:** WLFJ-FM/WLFJ-AM provides guest lectures every year to local college and university broadcast classes and has participated in broadcasting adjunct teaching positions.

**Shadowing:** WLFJ-FM/WLFJ-AM offered shadowing for local undergraduate, college and university students scheduled upon request.

**Internships:** WLFJ-FM/WLFJ-AM offered internship programs for college and university broadcast students. Interns for this reporting period were the following:

- Internship for a male student from North Greenville University, Fall Semester 2018, who interned with the Morning Show's Video Production Department.
- Internship for a female student from North Greenville University, Fall Semester 2018, who interned with the Afternoon Drive Announcer.
- Internship for a female student from North Greenville University, Spring/Summer Semester 2019, who interned with the Promotions Department and Afternoon Drive Announcer.

**Job Fairs/Business Symposiums:** WLFJ-FM/WLFJ-AM participated in job fairs/symposiums offering promotional information and applications to participants interested in broadcasting. WLFJ-FM/WLFJ-AM Broadcast and Managerial staff was available on site to answer questions and offer information about careers in broadcasting. Career/Job Fair/Symposium events during this period included:

- North Greenville University Job Fair – September 2018
- Work/Business Symposium – North Greenville University – February 8, 2019
- North Greenville University Job Fair – March 27, 2019
- Business Symposium – Columbia, SC – March 14, 2019

## **Narrative Statement**

### **Station Employment Unit:**

WLFJ - FM (Facility ID No. 54856), Greenville, SC

**Time Brokerage Agreement:** WLFJ (AM) (Facility ID No. 4678), Greenville, SC

Radio Training Network, Inc. (RTN) is a religious broadcaster, and all positions at RTN are subject to a religious qualification, including all positions at WLFJ-FM and WLFJ (AM). As a religious broadcaster, RTN makes reasonable, good faith efforts to recruit applicants without regard to race, color, national origin or gender among those who are qualified for employment based on their religious belief or affiliation. See the annual EEO Public File Reports submitted with this Form for a description of the Recruitment Sources used at WLFJ-FM and WLFJ (AM) .

Because all positions at WLFJ-FM and WLFJ (AM) are subject to a religious qualification, RTN is not required to complete the Section 73.2080(c)(2) Outreach Initiatives for these Stations. Nevertheless, RTN regularly engages in outreach activities in the communities surrounding WLFJ-FM and WLFJ (AM). As noted in the annual EEO Public File Reports submitted with this Form, these outreach activities have included the following:

- Provide tours for local public school, private school, and home school groups, as well as families.
- Provide guest lectures every year to local college and university broadcast classes and has participated in broadcasting adjunct teaching positions.
- Offer shadowing for local undergraduate, college and university students upon request.
- Offer internship programs for college and university broadcast students.
- Participate in job fairs (a minimum of 2 per year) offering promotional information and applications to participants interested in broadcasting. Station broadcast staff is available onsite to answer questions about careers in broadcasting.