

EEO Narrative Statement

The Salvation Poem Foundation, Inc.

WEQS(FM), Sparta, WI (Facility ID No. 172738)

WTPN(FM), Westby, WI (Facility ID No. 166060)

The Salvation Poem Foundation, Inc. (“Licensee”) licensee of stations WEQS and WTPN (collectively, the “Stations”), is a religious broadcaster as defined by the FCC’s regulations. *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, Licensee has established a religious qualification for all employee positions at the Stations. In accordance with the FCC’s rules, Licensee 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. Listed in the attached public file reports are the full-time vacancies at the Stations filled during this reporting period, followed by the list of recruitment sources used during the period to solicit applicants.