

**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.