

(REFERENCE COPY - Not for submission)

# Broadcast Equal Employment Opportunity Program Report

FRN: **0003256989** | File Number: **0000188515** | Submit Date: **04/01/2022** | Call Sign: **WJTL** | Facility ID: **14467** | City:  
**LANCASTER** | State: **PA**  
Service: **Full Power FM** | Purpose: **EEO Report** | Status: **Received** | Status Date: **04/01/2022** | Filing Status: **Active**

## General Information

Section	Question	Response
<b>Application Description</b>	Description of the application (255 characters max.) is visible only to you and is not part of the submitted application. It will be displayed in your Applications workspace.	WJTL 2022 Form 396
<b>Attachments</b>	Are attachments (other than associated schedules) being filed with this application?	No

## Licensee Information

### Licensee Name, Type and Contact Information

Applicant	Address	Phone	Email	Applicant Type
<b>Creative Ministries, Inc.</b>	1875 Junction Rd. Manheim, PA 17545 United States	+1 (717) 392-3690	Phredd@WJTL.com	NFP

## Contact Representatives

Contact Name	Address	Phone	Email	Contact Type
Jessica T Nyman Pillsbury Winthrop Shaw Pittman LLP	1200 Seventeenth Street, NW Washington, DC 20036 United States	+1 (202) 663- 8810	jessica. nyman@pillsburylaw.com	Legal Representative

## Common Stations

Facility Identifier	Call Sign	City	State	Time Brokerage Agreement
14467	WJTL	LANCASTER	PA	No

## Program Report Questions

Section	Question	Response
<b>Discrimination Complaints</b>	Have any pending or resolved complaints been filed during this license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?	No
<b>Full-time Employees</b>	Does your station employment unit employ fewer than five full-time employees? Consider as "full-time" employees all those permanently working 30 or more hours a week?	No

## Additional Program Report Questions

### Responsibility for Implementation

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name	Title
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Fred McNaughton

President and CEO

**Certification**

Question	Response
The undersigned certifies that he or she is (a) the party filing the report, or an officer, director, member, partner, trustee, authorized employee, or other individual or duly elected or appointed official who is authorized to sign on behalf of the party filing the report; or (b) an attorney qualified to practice before the Commission under 47 C.F.R. Section 1.23(a), who is authorized to represent the party filing the report, and who further certifies that he or she has read the document; that to the best of his or her knowledge, information, and belief there is good ground to support it; and that it is not interposed for delay	
Certified Date	04/01/2022
Certified Title	President and CEO
Authorized Party Name	Fred McNaughton

**Attachments**

File Name	Uploaded By	Attachment Type	Description	Upload Status
<u>EEO 2021 Report.pdf</u>	Applicant	EEO Public File Report	2021 EEO Public File Report	Done with Virus Scan and/or Conversion
<u>EEO 2022 Report.pdf</u>	Applicant	EEO Public File Report	2022 EEO Public File Report	Done with Virus Scan and/or Conversion
<u>WJTL EEO Narrative Statement.pdf</u>	Applicant	Narrative Statement	EEO Narrative Statement	Done with Virus Scan and/or Conversion