

(REFERENCE COPY - Not for submission)

Broadcast Equal Employment Opportunity Program Report

FRN: **0002058089** | File Number: **0000114774** | Submit Date: **05/29/2020** | Call Sign: **WLFG** | Facility ID: **37808** | City: **GRUNDY** | State: **VA**
 Service: **Full Service Television** | Purpose: **EEO Report** | Status: **Submitted** | Status Date: **05/29/2020** | Filing Status: **Active**

General Information

Section	Question	Response
Attachments	Are attachments (other than associated schedules) being filed with this application?	Yes

Licensee Information

Licensee Name, Type and Contact Information

Applicant	Address	Phone	Email	Applicant Type
Living Faith Ministries, Inc. Doing Business As: Living Faith Ministries, Inc.	P.O. Box 16789 Bristol, VA 24209 United States	+1 (276) 676-3806	lisa@livingfaithtv.com	Company

Contact Representatives

Contact Name	Address	Phone	Email	Contact Type
Elizabeth E. Spainhour Brooks, Pierce et al.	150 Fayetteville Street Suite 1700 Raleigh, NC 27601 United States	+1 (919) 839-0300	espainhour@brookspierce.com	Legal Representative

Common Stations

Facility Identifier	Call Sign	City	State	Time Brokerage Agreement
37808	WLFG	GRUNDY	VA	No

Program Report Questions

Section	Question	Response
Discrimination Complaints	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
Full-time Employees	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
Lisa Smith	

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	05/29 /2020
Certified Title	President
Authorized Party Name	Michael D. Smith

Attachments

File Name	Uploaded By	Attachment Type	Description	Upload Status
2019 EEO Public File Report.pdf	Applicant	EEO Public File Report	2019 EEO Public File Report	Done with Virus Scan and/or Conversion
2020 EEO Public File Report.pdf	Applicant	EEO Public File Report	2020 EEO Public File Report	Done with Virus Scan and/or Conversion
Narrative Statement.pdf	Applicant	Narrative Statement	Narrative Statement	Done with Virus Scan and/or Conversion

EEO PUBLIC FILE REPORT

FOR

STATION
WLFG
GRUNDY, VIRGINIA

This EEO Public File Report
Covers the One-Year Period
Ending on 05/31/2019

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WLFG's online public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

In accordance with the FCC's *Second Report and Order and Third Notice of Proposed Rule Making*, FCC 02-303, MM Docket No. 98-204 (released Nov. 20, 2002) ("*Second R&O*"), WLFG is a religious broadcaster and applies religious belief or affiliation as a job qualification for all station employees. When recruiting for job vacancies in its operation, WLFG makes reasonable, good faith efforts to recruit applicants, without regard to race, color, national origin or gender, among those who are qualified based on their religious belief or affiliation.

During the one-year period ending on 05/31/2019, the station filled the following full-time vacancies:

- WLFG filled no full-time vacancies during the applicable reporting period.

If applicable, Attachment A contains the following information for each full-time vacancy filled during this period:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number; and
- The recruitment source that referred the hiree for each full-time vacancy.

NOTE: Pursuant to the *Second R&O*, as a religious broadcaster with hires subject to a religious qualification, WLFG is not required to report data reflecting the total number of persons interviewed for full-time vacancies during the preceding year or the total number of interviewees referred by each recruitment source used in connection with any such vacancies. In addition, WLFG is not required to comply with the broad outreach recruitment requirement or the menu options. Nonetheless, WLFG has engaged in certain activities described in Attachment B that may satisfy the FCC's menu option requirements (Section 73.2080(c)(2)).

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ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

Attachment A is not applicable. WLFM filled no full-time vacancies during the applicable reporting period.

ATTACHMENT B
MENU OPTION ACTIVITIES

MENU OPTION ACTIVITIES

Station WLFG has engaged in the following outreach activities during the year covered by this report:

Activity Classification*	Type of Activity	Brief Description
N/A	N/A	N/A

* For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of websites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

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FOR

STATION
WLFG
GRUNDY, VIRGINIA

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Covers the One-Year Period
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During the one-year period ending on 05/31/2020, the station filled the following full-time vacancies:

- WLFG filled no full-time vacancies during the applicable reporting period.

If applicable, Attachment A contains the following information for each full-time vacancy filled during this period:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number; and
- The recruitment source that referred the hiree for each full-time vacancy.

NOTE: Pursuant to the *Second R&O*, as a religious broadcaster with hires subject to a religious qualification, WLFG is not required to report data reflecting the total number of persons interviewed for full-time vacancies during the preceding year or the total number of interviewees referred by each recruitment source used in connection with any such vacancies. In addition, WLFG is not required to comply with the broad outreach recruitment requirement or the menu options. Nonetheless, WLFG has engaged in certain activities described in Attachment B that may satisfy the FCC's menu option requirements (Section 73.2080(c)(2)).

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ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

Attachment A is not applicable. WLFM filled no full-time vacancies during the applicable reporting period.

ATTACHMENT B
MENU OPTION ACTIVITIES

MENU OPTION ACTIVITIES

Station WLFG has engaged in the following outreach activities during the year covered by this report:

Activity Classification*	Type of Activity	Brief Description
N/A	N/A	N/A

* For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
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12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of websites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Narrative Statement

Living Faith Ministries, Inc. (the "Licensee"), licensee of WLFG(TV), Grundy, Virginia (the "Station"), is a religious broadcaster. In accordance with the FCC's *Second Report and Order and Third Notice of Proposed Rule Making*, FCC 02-303, MM Docket No. 98-204 (released Nov. 20, 2002) ("*Second R&O*"), WLFG is a religious broadcaster and applies religious belief or affiliation as a job qualification for all station employees. The Station has had no (zero) full-time job vacancies during the license term and, therefore, has not recruited for any position during the license term. Nonetheless, when recruiting for full-time job vacancies in its operation, WLFG makes reasonable, good faith efforts to recruit applicants, without regard to race, color, national origin or gender, among those who are qualified based on their religious belief or affiliation. Further, when recruiting for full-time job vacancies, it would expect to utilize job placement websites and announcements over-the-air to recruit for job candidates.

Pursuant to the *Second R&O*, as a religious broadcaster with hires subject to a religious qualification, the Station is not required to comply with the broad outreach recruitment requirement or the outreach initiative requirement.

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