EEO PUBLIC FILE REPORT

FOR

STATION
WLFG
GRUNDY, VIRGINIA

This EEO Public File Report
Covers the One-Year Period
Ending on 05/31/2021

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 05/31/2021, the station filled the following full-time vacancies:

- Producer/Social Media Tech hired 03/29/2021

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

Producer/Social Media Tech hired March 29, 2021.

Recruitment source of hire: Former employee

ATTACHMENT B

MENU OPTION ACTIVITIES

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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.