

# WAYM/ WAYQ/ WAYD EEO Report

April 1, 2018 – March 31, 2019

WAY-FM Media Group, Inc., the licensee of Stations WAYI / WAYK, is a religious broadcaster as defined by the regulations of the Federal Communications Commission. 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, WAY-FM Media Group, Inc. has established a religious qualification for all employee positions at WAYI / WAYK. In accordance with the FCC's rules, WAY-FM Media Group, Inc. makes reasonable, good faith efforts to recruit applicants, without regard to race, color, national origin or gender, among those who are qualified based for employment on their religious belief or affiliation.

Full-time positions filled	Recruitment sources used	Recruitment source for hire
Operations Director	3,4,5,6,7	3

RS #	Recruitment sources & contact for requesting organizations	Organization Requested notice of vacancies (Y/N)	Number of interviewees from source
1	<u>Belmont University – Career Development Center</u> 1900 Belmont Boulevard – MBC 415 Nashville, TN 37212 (615) 460-6947 masseycareerdevelopment@belmont.edu	N	
2	<u>Cedarville University – Career Services</u> 251 N. Main St Cedarville, OH 45314 937-766-7700 cedarville.edu/Offices/Career	N	
3	Internal Company Job Posting	N	2
4	Wayfm.com/jobs	N	1
5	On-air announcements	N	
6	Allaccess.com – job openings page	N	1
7	Hisair.net – job openings page	N	3

## Supplemental EEO initiatives:

- Internship/Volunteer program to provide interested members of the public with broadcast related skills and inform about broadcasting employment opportunities.
- Training of General Manager on company EEO procedures.
- Review of EEO procedures.