

WRCM EEO PUBLIC FILE REPORT

For the Period August 1, 2006—July 31, 2007

Columbia Bible College Broadcasting Company, licensee of radio station WRCM, is a religious broadcaster as defined by the regulations of the Federal Communications Commission in 47 C.F.R. Section 73.2080(c)(1) of its Rules. As such, the licensee has established religious qualifications for all employee positions at WRCM. The station makes reasonable and good faith efforts to recruit applicants without regard to race, color, gender or national origin from among those who are qualified with respect to their religious beliefs, faith and practice. Listed in this report are the full-time vacancies filled during the reporting period, and a list of recruitment sources used during the period to solicit for applicants.

I. Recruitment Sources Notified of Open Job Positions

1. Columbia International University

P.O. Box 3122
Columbia, SC 29230
Ph: 803-754-4100
Fax: 803-786-4209
Contact: Pamela Kesling; e-mail: pkesling@ciu.edu
CIU Website
CIU Bulletin Boards
Alumni Communications

2. University of North Carolina at Charlotte

9201 University City Blvd.
Charlotte, NC 28223-0001
Ph: 704-687-2231
Fax: 704-6897-1683
Contact: Career Center

3. Radio & Records, Inc

10100 Santa Monica Blvd. 3rd Floor
Los Angeles, CA 90067
Ph: 310-788-1621
Fax: 310-203-8727
Contact: Karen Mumaw; e-mail: kmumaw@radioandrecords.com

4. Carolina School of Broadcasting

3435 Performance Road
Charlotte, NC 28214
Ph: 704-395-9272

Fax: 704-531-7291
Contact: Allison Young; e-mail: csbnc@bellsouth.net

5. University Park Baptist Church

6029 Beatties Ford Road
Charlotte, NC
Ph: 704-392-1681
Contact: Michelle Wright; e-mail: mwright@upbc.org

6. Wingate University

P.O. Box 5013
Wingate, NC 28174-8017
Ph: 704-233-8000
Fax: 704-233-8017
Contact: Beth Smedley; e-mail: esmedley@wingate.edu

7. The Enquirer Journal

P.O. Box 5040
Monroe, NC 28111
Ph: 704-289-1541
Fax: 704-289-2929
Contact: Sharon Starnes; e-mail: sharon@theej.com

8. The Charlotte Observer

600 South Tryon Street
Charlotte, NC 28202
Ph 704-377-5555
Fax 704-358-5340
Contact: Robin Collins; e-mail: rcollins@charlotteobserver.com

9. The Charlotte Post

P.O. Box 30144
Charlotte, NC 28230
Ph: 704-376-0496
Fax: 704-342-2160
Contact: Jeri Thompson; e-mail: classified@thecharlottepost.com

10. The Charlotte World

8701 Mallard Creek Road
Charlotte, NC 28262
Ph; 704-548-1737
Fax: 704-503-6691
Contact: Chris; e-mail: chris@thecharlotteworld.com

11. Wordnet

P.O. Box 16408

Charlotte, NC 28297
Ph: 704-393-1540
Fax: 704-393-1527
Contact: Carita Davis; e-mail: cdavis@wordnet.org

12. Nations Ford Baptist Church
7410 Nations Ford Road
Charlotte, NC 28217
Ph: 704-522-6480
Fax: 704-52-8499
Contact: G. Bonner; e-mail: gbonner@nationsford.org

13. Johnson C. Smith University
100 Beatties Ford Road
Charlotte, NC 28216
Ph: 704-378-1000
Fax: 704-330-1494
Contact: Human Resource Director; e-mail: hrrep@jcsu.edu

14. Christian Radio Weekly
Westar Media Group, Inc.
5350 N. Academy Blvd.
Suite 200
Colorado Springs, CO 80918
Ph: 719-536-9000
Contact: Rebecca Bendt; e-mail: rbendt@westarmediagroup.com

15. Intercristo
19303 Fremont Ave N, MS #20
Seattle, WA 98133
Contact: FAX at (206) 546-7375
Employee's e-mail: employeehelp@intercristo.com

16. ACSI—Association of Christian Schools International
P O Box 65130, Colorado Springs, CO 80962-5130
731 Chapel Hills Dr, Colorado Springs, CO 80920-1027
Contact: Main Phone: (719) 528-6906; FAX at (719) 531-0631;
Customer Service at 1-800-367-0798

II. Vacancies Filled during this Reporting Period

1. Director of Marketing and Outreach. The position was posted to the above listed sources, but filled by an applicant who learned of the vacancy by way of a third-party word-of-mouth referral.

2. Network Program Director. The position was posted to the above listed sources, but filled from a staff promotion after recruiting produced no qualified and/or comparable candidates.

III. Statistical Summary of Interviewee Referrals

The advertising led to 21 responses either by e-mail, postal mail, personal contact or telephone to the ads placed in various media, from which 15 applications were mailed to potentially serious applicants. The statistics related to interviews correlated with sources are as follows:

Source #5: One interview.

Third-party word-of-mouth referral: One interview.

The hire resulted from the interview linked to the word-of-mouth referral.

IV. Outreach Initiatives Exercised in this Reporting Period

1. The station's General Manager networked with other industry leaders by serving as Vice Chairman of the Christian Music Broadcaster's Educational Committee in Nashville, Tennessee.
2. The station manager served on the Board of Ambassador's Executive Committee for the Carolina Youth Commission.
3. Four station employees appeared as guest speakers at various community events during the past year.
4. During the reporting period, the station conducted 12 tours of the radio station for young people that included church youth groups, home school associations and the like.
5. The station contributed to a scholarship program at Columbia International University for the purpose of encouraging students to enroll in the communications curriculum in pursuit of a career in radio broadcasting.
6. The station sponsored a listener event at the Knights Baseball Stadium on June 30, 2007 to express its gratitude for listener support of 14 years of listener-supported broadcasting, and to host a concert and fireworks display in celebration of the upcoming July Fourth holiday. While the primary public relations purpose of this rally was to be associated with a family-friendly patriotic event, an ancillary accomplishment was building relationships with listeners and offering a special attraction to those who might have an affinity for, or an interest in, a

possible future career in broadcasting. The event was attended by approximately 12,600 persons.

7. During this reporting period the station sent five employees to the annual meeting of the Gospel Music Association and the Christian Music Broadcasters Education Committee seminars for the purpose of professional development.
8. The station provided for additional professional development for two other office staff employees during the reporting period.
9. During the reporting period radio station provided a professional development exercise for the entire staff, meeting together with a corporate vice president for an all-day seminar addressing synergistic corporate business practices.
10. During the reporting period the radio station hosted two fundraising dinners, one in November, the other in March. These events were used to educate those in attendance about the future of radio, specifically going digital and what that means for the increasing the ability to serve new audiences.