

## WRLM TV EEO PUBLIC FILE REPORT 2023 - 2024

A station may accumulate the relevant information for the past year (using its internal job vacancy and hiring information) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

Pursuant to the Equal Employment Opportunity rules and regulations of the FCC, and as explained in this station's Equal Employment Opportunity policy: "This ministry is a Christian church and religious organization. This ministry has religious missions throughout the world, ordains ministers, and performs a host of sacerdotal functions. Consequently, hiring and employment decisions are based on religious beliefs and creeds." Within the context of those Christian beliefs and creeds, ministry policy prohibits unlawful discrimination based on race, gender, national origin or ancestry, or physical disability. The ministry has adopted a Statement of Faith, reflected in its Employee Manual, and all directors, officers and employees must be able to subscribe to it, participate in regular prayer gatherings, Bible readings and teachings, and follow station policy, recognizing the need for unity in the spirit as explained in Ephesians 4:1-6: "I therefore, the prisoner of the Lord, beseech you that ye walk worthy of the vocation wherewith ye are called, with all lowliness and meekness, with longsuffering, forbearing one another in love; Endeavoring to keep the unity of the Spirit in the bond of peace. There is one body, and one Spirit, even as ye are called in one hope of your calling; One Lord, on faith, on baptism, One God and father of all, who is above all, and through all, and in you all."

### A. No Full-Time Vacancies Filled During Past Year

Job Title:

Date Filed:

### B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Source	Contact Person	Address	Telephone No.	Referral Hired?
Canton Rep	Classified Advertising	500 Market Ave. S., Canton, OH 44702	330-672-2360	No
Celebration Church	Pastor Zach Prosser	688 Dan St., Akron, OH 44310	330-762-7458	No
Summit County Dept. of Job & Family Services	Admin. Office	1108 S. Main St., #102, Akron, OH 44301	844-640-6446	No
The Beacon Journal	Classified Advertising	P.O. Box 640, Akron, OH 44309	330-996-3333	No
Ohio Center for Broadcasting	Career Services Center	9885 Rockside Rd., Cleveland, OH 44125	216-242-4342	No
Stark Women's Center	Office Manager	5000 Higbee Ave., NW, Canton, OH 44718	330-493-0313	No
Kent State University	Career Services	261 Schwartz Center, Kent, OH 44242	330-672-2360	No
Cleveland State University	Career Services Center	Euclid Ave. RW 280, Cleveland, OH 44115	216-687-2233	No
County of Summit	Ohio Building	175 S. Main St, 8th Floor, Akron, OH 44308	844-640-6446	No
The Word Church	Pastor R.A. Vernon	18909 S. Miles Rd., Warrensville Heights, OH 44128	216-332-9673	No
River of Life Community Church	Pastor Joe Daltorio	5649 Stow Rd., Hudson, OH 44236	330-342-9796	No
Malone University	Career Services Development	2600 Cleveland Ave NW, Canton, OH 44709	330-471-8321	No
Akron University	Career Center	Simmons Hall, Room 301, Akron, OH 44325	330-972-7747	No

The Faith Place	Pastor Samuel Hampton II	790 Easter Ave., Akron, OH 44307	330-762-9139	No
Faith Family Church	Pastor Mike Cameneti	8200 Freedom Ave. NW, North Canton, OH 44720	330-305-0925	No
Stark State College	Career Services Center	6200 Frank Ave. NW, North Canton, OH 44720	330-966-5459	No
Akron Chapter of NAACP	Garvin Carter	230 W. Center St., Akron, OH 44302	330-573-4986	No
Cuyahoga Community College Westshore	Career Services Center	31001 Clemens Rd., Westlake, OH 44145	216-987-2067	No
Mt. Zion Church of Oakwood Village	Rev. Larry L. Macon, Sr.	1 Mt. Zion Circle, Oakwood Village, OH 44146	440-232-2645	No
OhioMeansJobs.com	Website	1916 Central Pkwy, Cincinnati, OH 45214	1-888-296-7541	No
Indeed	Website	7501 N. Capital of Texas Hwy Building B Austin, TX 78731	N/A	No
TCT Network Website	Website	P.O. Box 1010, Marion, IL 62959	618-997-4700	No

**C. Total Number of Persons Interviewed for all Full-Time Vacancies Filled During the Past Year:**

**D. Total Number of Interviewees for All Full-Time Vacancies Filled During the Past Year Per Recruitment/Referral Sources:**

Source	Contact Person	Address	Telephone No.	Number of Interviews
Indeed	Website	7501 N. Capital of Texas Hwy Building B Austin, TX 78731	N/A	0
TCT Network Website	Website	P.O. Box 1010, Marion, IL 62959	618-997-4700	0

**E. Outreach Activities**

Attached a list and brief description of all outreach activities performed during the past year.

Activities/Description	Date	Staff Participants	Sponsor/Initiator
WRLM participated in the Pro Football Hall of Fame Enshrinement Festival Community Parade. It was also a networking event to promote TCT/WRLM to discuss job opportunity with the youth, as well, the adults before the parade.	07/23/23	Office Manager	WRLM
Love Akron Annual Prayer Breakfast. WRLM was a collaborative sponsor. COO and Office Manager attended and were able to share about our growth in the market and opportunities.	09/26/23	Guest Coordinator, VP of Network Distribution, Admin Assistance of Engineer and VP, and Office Manager	WRLM
Pastors' Appreciation Luncheon was hosted by TCT/WRLM. It was a n luncheon to show our appreciation for being a part of Ask The Pastor and also to share about our growth in the market and other opportunities.	10/24/23	VP of Network Distribution, Office Manager, and Administrative Assistant to VP	WRLM
WRLM attended Tallmadge Chamber of Commerce Networking Lunch. WRLM was a sponsor. We were able to share about what we do and how people can be involved.	03/20/24	Office Manager	WRLM