### WVCY-FM / WVCY-TV EEO PUBLIC FILE REPORT (Annual Report) For the period August 1, 2019 – July 31, 2020

VCY America, the licensee of Stations, WVCY-FM & WVCY-TV 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, VCY America has established a religious qualification for all employee positions at WVCY-FM & WVCY-TV. In accordance with the FCC's rules, WVCY-FM & WVCY-TV 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. Listed below are the full-time vacancies filled during this reporting period, followed by a master list of recruitment sources used during the period to solicit applicants.

#### I. VACANCY LIST

See the Master Recruitment Source List ("MRSL") in the next section for recruitment source Data

Job Title	Recruitment Sources ("RS") Used To Fill Vacancy	RS Referring Hiree
Control Room Operator	1-29	#1

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# II. MASTER RECRUITMENT SOURCE LIST

RS Number	RS Information (Recruitment Source Name, Contact Person, Address, Phone)	
1	WVCY-FM On-Air Announcements (In House: 3434 W Kilbourn Ave.; Milwaukee, WI 53208 (414) 935-3000	
2	WVCY-TV On-Air Announcements (In House: 3434 W Kilbourn Ave.; Milwaukee, WI 53208 (414) 935-3000	
3	Website: www.vcyamerica.org (In House: 3434 W Kilbourn Ave.; Milwaukee, WI 53208 (414) 935-3000	
4	Internal / Employee Referral	
5	All Bible Baptist Church, Pastor Peder Methum; 3068 S 13 <sup>th</sup> St; Milwaukee, WI 53215 (414) 364-3779	
6	Eastside Baptist Church, Pastor Ralph Brown; 2409 E Park Place; Milwaukee, WI 53211 (414) 964-0294	
7	Soul's Harbor Baptist Church, Pastor Paul Hoover; 3800 S Howell Ave; Milwaukee, WI 53207 (414) 342-1234	
8	Grace Community Church, Pastor Ted Groves, 8400 W Beloit Rd; West Allis, WI 53226 (414) 771-3020	
9	Falls Baptist Church, Pastor Wayne Van Gelderen; N69 W12703 Appleton Ave; Menomonee Falls, WI 53051 (262) 251-7051	
10	Lighthouse Baptist Church, Pastor John Dingman, 3301 Douglas Ave; Racine, WI 53402 (262) 681-6546	
11	Faith Baptist Church, Attn: Deacon Chair, Box 31; Waukesha, WI 53186 (262) 542-4711	
12	First Baptist Church, Pastor John Wooden, 3800 S Casper Dr; New Berlin, WI 53151 (262) 782-7775	
13	Brookside Baptist Church, Pastor Ken Keltner, 4470 N Pilgrim Rd; Brookfield, WI 53005 (262) 783-6180	
14	Calvary Baptist Church, Pastor Bob Loggans, 792 Milford St.; Watertown, WI 53094 (920) 261-7237	
15	Maranatha Baptist Bible College, Attn: Placement Office, 745 W Main St; Watertown, WI 53094 (920) 261-9300	
16	Southside Baptist Church, Pastor Stan McIntyre, 1501 S 73 <sup>rd</sup> St; West Allis, WI 53214 (414) 727-2300	
17	Lighthouse Gospel Chapel, Pastor Jim Carrington, 3512 W North Ave; Milwaukee, WI 53208 (414) 442-0509	
18	New Creation Bible Church, Pastor Joe Dallas, 8731 W Burleigh; Milwaukee, WI 53222 (414) 444-4071	
19	Calvary Baptist Church, Pastor Rod Schuler, N84 W19049 Menomonee Ave; Menomonee Falls, WI 53051 (262) 251-0320	
20	Falls Presbyterian Church, Pastor Benjamin Snodgrass, W156 N7356 Pilgrim Rd; Menomonee Falls, WI 53051 (262) 255-1111	
21	Covenant Presbyterian Church, Pastor Frank Marsh, 3500 S 92 <sup>nd</sup> St, Office 3E; Greenfield, WI 53228 (414) 541-3382	

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## II. MASTER RECRUITMENT SOURCE LIST (Continued)

RS Number	RS Information	
	(Recruitment Source Name, Contact Person, Address, Phone)	
22	Calvary Bible Church, Pastor Henry Stenzel, 1459 S 81st St; West Allis, WI 53214 (414 778-2253	
23	Sweet Communion Baptist Church, Pastor Brian Kenner, 3765 N 35 <sup>th</sup> St; Milwaukee, Wl 53216 (414) 442-1389	
24	First Baptist Church, Pastor Luke Love, 2300 S Main St; West Bend, WI 53095 (262) 334-9211	
25	Milwaukee Baptist Church, Deacon Chair, 12628 W Stark Ave; Butler, WI 53007 (262) 783-4433	
26	Greendale Baptist Church, Pastor Tom Loggans, 5651 S 51st St; Greendale, WI 53129 (414) 421-4250	
27	Union Grove Baptist Church, Pastor Adam Love, 417 15 <sup>th</sup> Ave; Union Grove, WI 53182 (262) 878-1264	
28	Grace Baptist Church, Pastor Doug Richards, c/o 1215 Center St; Watertown, WI 53098 (920) 342-0570	
29	Southside Baptist Church, Pastor Stan McIntyre, 1501 S. 73 <sup>rd</sup> St., West Allis, WI 53214 (414) 727-2300	
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