

# EEO Public File Report

## 2021 - 2022 Annual EEO Public File Report

Annual EEO Public File Report Oct 1, 2021 – Sept 30, 2022

This EEO Public File Report (“Annual EEO Report”) is to comply with section 73.208 (c)(6) of the FCC’s Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following stations, which collectively form a single Station Employment Unit for Purposes of EEO Rules:

**Parent License Name: Extra Mile Media**

**Station Call Letters: KHPE FM**

There was one Full-Time Employees hired from October 1, 2021 - September 30, 2022.

### **EEO activities during the year included:**

1. A Full-Time General Manager was hired June 1, 2022. Fourteen sources were used to inform the public of the open position and a total of twenty-two people applied. Seven interviews were conducted with two candidates participating in a final interview. A final candidate was selected and began employment on June 1, 2022.
2. Participation in an Internet job bank to promote job openings in broadcasting with regular on-air announcements. KWIL & KHPE each aired 365, 30-second advertisements throughout the year, at various times of the day, highlighting [www.Christianjobs.com](http://www.Christianjobs.com). Christianjobs.com is an employment agency, which posts job openings in Christian Ministry, including Christian broadcasting. We also placed a link to the website at [www.hope1079.com](http://www.hope1079.com). Our Program Director, Paul Hernandez, directed this initiative, and Traffic Manager Vickie Weber & Amanda Rappe scheduled the announcements.
3. In the past, typical outreach activities would include participating in Job Fairs, sponsoring employment events, speaking at schools and inviting listeners to an Open House at the station facilities. Though many public meeting restrictions enforced during COVID have been reduced, opportunities to participate in employment fairs and school visits have not been available. We look forward to participating in these events in the coming year.

## Recruitment Sources

	<b>Position: General Manger</b>	Creation Date/ Method	Action/ Log in
	<b>Recruitment Source</b>	<b>Placement Date</b>	<b># of Responses</b>
1	<b>Oregon Association of Broadcasters</b> 7150 SW Hampton Street, Suite 240 Portland, OR 97223-8366 Contact: Bob Singer 503.443.2299 www.theoab.org	Placed Via Email Jan 31, 2022	Unknown
2	<b>Christian Music Broadcasters</b> <a href="http://www.cmbonline.com">www.cmbonline.com</a> Contact: Michelle Younkman	Submitted online Jan 28, 2022	Unknown
3	<b>National Religious Broadcasting - NRB</b> 660 North Capital St NW Suite 210 Washington DC 200001 202-543-0073	Submitted Online Jan 28, 2002	Unknown
4	<b>HisAir Media</b> <a href="http://www.HisAir.Net">www.HisAir.Net</a> Ted Semper 225-773-5676	Submitted via email Jan 26, 2022	2 Candidates
5	<b>Indeed Website</b> www.indeed.com	Posted 1/26/2022	15 candidates
6	<b>All Access</b>	Delivered 1/27/2022	Unknown
6	<b>On-Air Announcements on KWILAM</b>	1/31/2022	Unknown
7	<b>On-Air Announcements on KHPE FM</b>	1/31/2022	Unknown
8	<b>KHPE FM Website:</b> www.hope1079.com	1/29/2022	Unknown
9	<b>KWIL AM Website:</b> www.kwilforchrist.com	1/29/2020	Unknown
10	<b>HOPE 1079 Facebook Page</b>	Starting 1/29/2022 @ various times	Unknown
11	<b>Word-of-Mouth Referral</b>	Through Recruitment period	Unknown
12	<b>Internal Posting</b>	1/27/2022	None
13	<b>Personal Connection</b>	Through Recruitment Period	2 People
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>5</b>