

KLJC EEO PUBLIC FILE REPORT
For the Period October 1, 2007—October 1, 2008

Calvary Bible College, licensee of radio station KLJC, 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 KLJC. 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.

A. Full-time Vacancies Filled October 1, 2007-October 1, 2008

	Full Time Positions Filled by Job Title	Recruitment Source of Hiree	Total Number of Interviewees from all sources for this position
1	Station Manager	Internal Promotion	1

B. Recruitment/Referral Sources:

1. Station Manager:
 - a. Internal promotion resulted in full-time position

C. Supplemental (Non-vacancy specific) recruitment activities undertaken by KLJC
 ACTIVITIES:

- Provided internships for students from Calvary Bible College.
- Provided tours for local elementary/middle school/high school students interested in radio.
- Awarded two scholarships per year to individuals studying Christian Broadcasting at Calvary Bible College.