

**Progressive Broadcasting System, Inc.  
EEO Annual Report**

| Station | City of License | FCC Facility ID | Period Covered                  |
|---------|-----------------|-----------------|---------------------------------|
| WFRN FM | Elkhart, IN     | 53639           | April 1, 2019 to March 31, 2020 |
| WCMR AM | Elkhart, IN     | 53650           |                                 |
| WFRI FM | Winamac, IN     | 53645           |                                 |
|         |                 |                 |                                 |

|            | # Vacancies Filled | Sources Used | Source that Referred Hiree | # Applicants Interviewed |
|------------|--------------------|--------------|----------------------------|--------------------------|
| Sales Rep  | 1                  | #1, #10      | #1                         | 8                        |
| Bookkeeper | 1                  | #1           | #1                         | 15                       |
| DJ         | 1                  | #1           | #1                         | 5                        |
|            |                    |              |                            |                          |
|            |                    |              |                            |                          |

**Recruitment Sources**

|     |                                  |  |
|-----|----------------------------------|--|
| #1  | Ads on WFRN                      | 30 second ads run in all dayparts        |
| #2  | Ads in local newspapers          | Elkhart Truth and Goshen News            |
| #3  | Walk-in applicants               | Applicants not responding to any ads     |
| #4  | Ads in other newspapers          | Mainly South Bend Tribune                |
| #5  | Referral by Employee             | Referrals by Current or Former Employees |
| #6  | Agency referral                  | Employment Agencies                      |
| #7  | Referral local College           | Mainly Bethel College                    |
| #8  | Indiana Broadcasters Association | Website Job Listings                     |
| #9  | Internal Promotion               | Employee Promotion                       |
| #10 | WFRN Website                     | Online Applications                      |

Progressive Broadcasting System, Inc. ("PBS"), the licensee of WFRN-FM, WCMR and WFRI, is a "religious broadcaster" as that term is defined in the FCC's Second Report and Order and Third Notice of Proposed Rule Making in MM Docket No. 98-204. As such, PBS has established Christian religious belief as a job qualification for all station employees. Among those who share our religious principles, PBS recruits and hires employees without regard to race, color, national origin, or gender.