

## **2023-2024 Annual EEO Public File Report**

The purpose of this EEO Public File Report ("Annual EEO Report") is to comply with Section 73.2080(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.

Licensee: Liberty University  
Address: 1971 University Blvd.  
Lynchburg, VA 24515  
Phone Number: 800.424.9594

**Call Sign**                      **Community**  
**WRVL**                              **Lynchburg, VA**

The information contained in this Annual EEO Report covers the time period from June 1, 2023 to May 31, 2024 (the "Applicable Period"). Consistent with the FCC's Rules, this Annual EEO Report contains the following information:

- A list of full-time vacancies filled by the Station(s) during the Applicable Period;
- For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the station(s) about any new job openings, which are separately identified;
- The recruitment source that referred the Hiree for each full-time vacancy filled during the Applicable Period;
- Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies

The following sections provide the required information, and summarize the station(s) EEO efforts during the Applicable Period.

This Annual Report was placed in each station's public inspection file and posted on the station's website, in accordance with the FCC's EEO Rules.

**SECTION 1: Full-Time Job Openings Filled During This Period**

Time Period Covered: **June 1, 2023 to May 31, 2024**

Station: **WRVL**

Full-time Positions Filled By Job Title and Date Filled	Recruitment Source that Referred the Person Hired	Number of Persons Interviewed
1. Donor Development/Promotions Coordinator. Position filled 9/25/23	LU Career Page	Contacted 3 applicants for interviews. However, 2 had already secured position elsewhere, interviewed 1
2. Underwriter Assistant. Position filled 6/1/23	LU Career Page	1 (internal promotion)
3. Director of Underwriting. Position filled 3/1/24	Promotion	1 (internal promotion)
4.		

Total Number of People Interviewed for All Job Positions: 3

**SECTION 2: Recruitment Sources**

Time Period Covered: **June 1, 2023 to May 31, 2024**  
 Station: **WRVL**

	<b>Recruitment Source (Name, Address, Phone Number, Contact Person)</b>	<b>Total Number of Interviewees This Source Provided During This Period</b>	<b>Full-time Positions for Which This Source Was Utilized</b>
1.	LU Careers Page HR Department 1971 University Blvd Lynchburg, VA 24515	3	2 (Positions 1 and 2)
2.	Indeed.com 6433 Champion Grandview Way Building One Austin, TX 78750	2	2(Positions 1 and 2)
3.	LinkedIn 1000 W Maude Ave, Sunnyvale, CA 94085	0	2(Positions 1 and 2)
4.			
5.			
6.			
7.			

**SECTION 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken**

Time Period Covered: **June 1, 2023 to May 31, 2024**  
Stations: **WRVL**

WRVL radio is a religious broadcaster as defined by the FCC and has established a religious qualification for all employee positions at its stations. As a religious broadcaster, WRVL is exempt from the "Prong 3" long-term outreach and certain other FCC EEO requirements. WRVL makes reasonable, good faith efforts to recruit applicants without regard to race, color, national origin, or gender from among those who are qualified for employment based on their religious belief and/or affiliation.