



The Voice of Christian Radio



### EEO PUBLIC FILE REPORT

04/01/2023 – 03/31/2024

WDAC Radio Company, the licensee of Station(s) WDAC and WBYN-FM, 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*, 17FCC Red. 24018 (2002). As a religious broadcaster, WDAC has established a religious qualification for all employee positions at WDAC. In accordance with the FCC’s rules, WDAC Radio Company makes reasonable, good faith efforts to recruit applicants, without regard to race, color, national origin or gender, among those who qualified for employment based 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.

### 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	Total Number of Interviewees from all sources for this position
Sales Representative	24	24	2



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**MASTER RECRUITMENT SOURCE LIST  
04/01/2023 – 03/31/2024**

Station(s) comprising station employment unit: **WDAC and WBYN-FM**

RS NUMBER	RS INFORMATION	Total Number of interviewees this source has provided during period if any.
1*	<b>BCM International</b> , Reverend Joe Dukes, 201 Granite Run Drive, Suite 260, Lancaster, PA 17601, 717-560-9601, BCM International c/o Mr. Joe Dukes, Director of Personnel <a href="mailto:jdukes@bcmintl.org">jdukes@bcmintl.org</a>	0
2*	<b>Bright Side Opportunities Center</b> , Willonda McCloud, 515 Hershey Avenue, Lancaster, PA 17608-1544, 717-295-9431 <a href="mailto:contact@brightsideopportunities.org">contact@brightsideopportunities.org</a>	0
3*	<b>Calvary Church</b> , Dave Hostetter, Business Manager, 1051 Landis Valley Road, Lancaster, PA 17601, 717-560-2341	0
4*	<b>Christian &amp; Missionary Alliance District Office</b> , David Dixon, 1200 Spring Garden Drive, Middletown, PA 17057, 717-985-9240 <a href="mailto:david.dixon@dalliance.org">david.dixon@dalliance.org</a>	0
5*	<b>Crossroads Mennonite Church</b> , Rick Rutter, 401 Church Street, Lancaster, PA 17602 – Offices: 420 South Christian Street, Lancaster, PA 17602 717-391-0904	0
6*	<b>Ebenezer Baptist Church</b> , Rev. Roland P. Forbes, Jr., 701 North Lime Street, Lancaster, PA 17602, 717-392-4292 <a href="mailto:pastor@EBCLancaster.org">pastor@EBCLancaster.org</a>	0
7*	<b>Grace Baptist Church</b> , Pastor Greg Funk, Office, 1899 Marietta Avenue, Lancaster, PA 17603, 717-394-6991 <a href="mailto:office@gbclancaster.org">office@gbclancaster.org</a>	0
8*	<b>Grace Church Lancaster</b> , Pastor Scott Becker, 911 Rohrerstown Road, Lancaster, PA 17601, 717-397- 9991 <a href="mailto:scott@gracelanc.org">scott@gracelanc.org</a>	0
9*	<b>Grace Mennonite Church</b> , Karen DelMarmol, 630 York Avenue, Lansdale, PA 19446, 215-855-7718. <a href="mailto:kdelmarmol@gracemennonite.org">kdelmarmol@gracemennonite.org</a>	0
10*	<b>Harris AME Zion Church</b> , Rev. Donald E. Brantley, Sr., 917 North 17 <sup>th</sup> Street, PO Box 3748, Harrisburg, PA 17105, 717-695-6060	0
11*	<b>Lancaster Bible College</b> , The Counseling and Career Center-C3 Kimberly Blest, 901 Eden Road, Lancaster, PA 17601, 717-560-8200 Ex. 5580	0
12*	<b>Lancaster Co. Office of Aging</b> , Kristin Jones, 150 N. Queen Street, Suite 415, Lancaster, PA 17603, 717-299-7979 <a href="mailto:aging@co.lancaster.pa.us">aging@co.lancaster.pa.us</a>	0
13*	<b>New Life City Church</b> , Linda Fichtner, 41 Caroline Street, Lancaster, PA 17603 Mailing Address: 1991 Old Philadelphia Pike, Lancaster, PA 17602, 717-394-4015 <a href="mailto:linda@newlifelancaster.org">linda@newlifelancaster.org</a>	0
14*	<b>Tenfold</b> , Sandra Schnee, PO Box 1676, Lancaster, PA 17608-1676 ,717-397-5182 Ex. 105 <a href="mailto:sschnee@wearetenfold.org">sschnee@wearetenfold.org</a>	0
15*	<b>Vietnamese Alliance Church</b> , Thu Luu, 3435 Nolt Road, Landisville, PA 17538, 717-898-6980	0
16*	<b>Waterway Church</b> , 550 Waterway Road, Oxford, PA 19363, 610-932-9096 (office) <a href="mailto:Sdoutrich410@comcast.net">Sdoutrich410@comcast.net</a>	0
17*	<b>Westminster Presbyterian Church</b> , Pam Caddick, 2151 Oregon Pike, Lancaster, PA 17601, 717-569-2151, <a href="mailto:caddick@westpca.com">caddick@westpca.com</a>	0

NOTE: \* Organizations entitled to notification of vacancies.



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RS NUMBER	RS INFORMATION	Total Number of Interviewees this source has provided during period if any.
18	WDAC 94.5 FM, Box 3022, Lancaster, PA 17604, 717-284-4123	0
19	WDAC & WBYN-FM web-site, Doug Myer, <a href="http://www.wdac.com">www.wdac.com</a> & <a href="http://www.1075Alive.com">www.1075Alive.com</a>	0
20	Unsolicited	0
21	Referral from Local Businesses	0
22	Current WDAC Radio Company Employees – Internal Posting	0
23	Referral from WDAC Radio Company Employee	0
24	Radio Advertising on WDAC and WBYN-FM	2
25	Non-Employee Referral	0

NOTE: \* Organizations entitled to notification of vacancies.



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## ANNUAL EEO PUBLIC FILE REPORT FORM

Covering the Period from 04/01/2023 to 03/31/2024

Station(s) Comprising Station Employment Unit: WDAC and WBYN-FM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WDAC and WBYN-FM.

As a religious broadcaster, WDAC and WBYN-FM only accept employees from a certain Religious affiliation. The stations are not required to complete supplemental recruitment activities under Prong 3 of the FCC's EEO rules.