



The Voice of Christian Radio



**EEO PUBLIC FILE REPORT**

04/01/2025 – 03/31/2026

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



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**MASTER RECRUITMENT SOURCE LIST**

**04/01/2025 – 03/31/2026**

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> , Garrett Lowe, 201 Granite Run Drive, Suite 260, Lancaster, PA 17601, 717-560-9601, BCM International c/o Mr. Garrett Lowe, Director of Personnel glowe@bcmintl.org	0
2*	<b>Bright Side Opportunities Center</b> , Willonda McCloud, 515 Hershey Avenue, Lancaster, PA 17608-1544, 717-295-9431 contact@brightsideopportunities.org	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> , Jeff Heinaman, 1200 Spring Garden Drive, Middletown, PA 17057, 717-985-9240 jeff.heinaman@epdalliance.org	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 pastor@EBCLancaster.org	0
7*	<b>Grace Baptist Church</b> , Pastor Greg Funk, Office, 1899 Marietta Avenue, Lancaster, PA 17603, 717-394-6991 office@gbclancaster.org	0
8*	<b>Grace Church Lancaster</b> , Pastor Scott Becker, 911 Rohrerstown Road, Lancaster, PA 17601, 717-397-9991 scott@gracelanc.org	0
9*	<b>Grace Mennonite Church</b> , Karen DelMarmol, 630 York Avenue, Lansdale, PA 19446, 215-855-7718. kdelmarmol@gracemennonite.org	0
10*	<b>Harris AME Zion Church</b> , Rev. Cynthia D. Summers., 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> , Allen Smith, 150 N. Queen Street, Suite 415, Lancaster, PA 17603, 717-299-7979 aging@co.lancaster.pa.us	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 linda@newlifelancaster.org	0
14*	<b>Tenfold</b> , Sandra Schnee, PO Box 1676, Lancaster, PA 17608-1676 ,717-397-5182 Ex. 105 ssschnee@wearetenfold.org	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) Steve Doutrich sdoutrich410@comcast.net	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.



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/or WBYN-FM	0
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 04/01/2025 to 03/31/2026

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.