

WVCY-FM / WVCY-TV
EEO PUBLIC FILE REPORT (Annual Report)
For the period August 1, 2025 – July 31, 2026

VCY America, the licensee of Stations, WVCY-FM & WVCY-TV 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, 17 FCC Rcd. 24018 (2002).* As a religious broadcaster, VCY America has established a religious qualification for all employee positions at WVCY-FM & WVCY-TV. In accordance with the FCC's rules, WVCY-FM & WVCY-TV makes reasonable, good faith efforts to recruit applicants, without regard to race, color, national origin or gender, among those who are qualified based for employment 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.

I. 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
Control Room Operator-FT (May, 2026)	1-21	#4
Control Room Operator-PT (May, 2026)	1-21	#2

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II. MASTER RECRUITMENT SOURCE LIST

RS Number	RS Information (Recruitment Source Name, Contact Person, Address, Phone)
1	WVCY-FM On-Air Announcements (In House: 3434 W Kilbourn Ave.; Milwaukee, WI 53208 (414) 935-3000
2	WVCY-TV On-Air Announcements (In House: 3434 W Kilbourn Ave.; Milwaukee, WI 53208 (414) 935-3000
3	Website: www.vcy.org (In House: 3434 W Kilbourn Ave.; Milwaukee, WI 53208 (414) 935-3000
4	Internal / Employee Referral
5	East Side Baptist Church, Pastor Peder Methum; 3068 S 13 th St; Milwaukee, WI 53215 (414) 364-3779
6	Heritage Baptist Church, Pastor Curtis McMiller; 2313 17 th Ave, Kenosha, WI 53140 (262) 654-4655
7	Grace Community Church, Pastor Ross Lane, 8400 W Beloit Rd; West Allis, WI 53226 (414) 771-3020
8	Falls Baptist Church, Pastor Wayne Van Gelderen; N69 W12703 Appleton Ave; Menomonee Falls, WI 53051 (262) 251-7051
9	Lighthouse Baptist Church, Pastor John Dingman, 3301 Douglas Ave; Racine, WI 53402 (262) 681-6546
10	Faith Baptist Church, Attn: Pastor Dave Teasdale, Box 31; Waukesha, WI 53186 (262) 542-4711
11	First Baptist Church, Pastor John Wooden, 3800 S Casper Dr; New Berlin, WI 53151 (262) 782-7775
12	Brookside Baptist Church, Pastor Ken Keltner, 4470 N Pilgrim Rd; Brookfield, WI 53005 (262) 783-6180
13	Calvary Baptist Church, Pastor Bob Loggans, 792 Milford St.; Watertown, WI 53094 (920) 261-7237
14	Shalom Baptist Church; Pastor Tom Ebert, P.O. Box 714, Mequon, WI 53092 (262) 643-4338
15	Union Grove Baptist Church, Pastor Richard Schmidt, 417 15 th Ave; Union Grove, WI 53182 (262) 878-1264
16	Lighthouse Gospel Chapel, Pastor Jim Carrington, 3512 W North Ave; Milwaukee, WI 53208 (414) 442-0509
17	Greendale Baptist Church, Pastor Tom Loggans, 5651 S 51 st St; Greendale, WI 53129 (414) 421-4250
18	Calvary Baptist Church, Pastor Rod Schuler, N84 W19049 Menomonee Ave; Menomonee Falls, WI 53051 (262) 251-0320
19	Milwaukee Baptist Church, Pastor Ken Banks, 12628 W Stark Ave; Butler, WI 53007 (262) 783-4433
20	Covenant Presbyterian Church, Pastor Tony Domanik, 3500 S 92 nd St, Office 3E; Greenfield, WI 53228 (414) 541-3382
21	OTHER – Word of Mouth/A Friend, Etc.