

# 2025–2026 Annual EEO Public File Report

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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 Opportunity Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following station employment unit.

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

Station: WRVL (Lynchburg, VA)

The information contained in this Annual EEO Report covers the period from June 1, 2025 through May 31, 2026 (the “Applicable Period”).

Consistent with FCC requirements applicable to religious broadcasters, this report contains:

- A list of full-time vacancies filled during the Applicable Period;
- The recruitment sources utilized to fill each vacancy;
- The recruitment source that referred each hiree;
- Data reflecting the total number of interviewees and the sources of those interviewees.

This report has been placed in the station’s public inspection file and posted on the station’s website in accordance with FCC rules.

## **SECTION 1: Full-Time Job Openings Filled**

Time Period: June 1, 2025 – May 31, 2026

Position: Production Specialist / On-Air Host

Date Filled: May 19, 2026

Recruitment Sources Used: LU Careers Page; Indeed.com; Christian Music Broadcasters; Internal Promotion

Source Referring Hiree: Internal Promotion

Total Interviewees for Position: 3

Total Number of Interviewees for All Positions: 3

## **SECTION 2: Recruitment Sources**

Time Period: June 1, 2025 – May 31, 2026

Source: LU Careers Page, HR Department, 1971 University Blvd., Lynchburg, VA 24515, (434) 582-2000

Interviewees Supplied: 2

Positions Used: Position 1

Source: Indeed.com, 6433 Champion Grandview Way, Austin, TX 78750, 1-800-475-4361

Interviewees Supplied: 0

Positions Used: Position 1

Source: Christian Music Broadcasters, P.O. Box 241871, Little Rock, AR 72223, 214-738-6135

Interviewees Supplied: 0

Positions Used: Position 1

Source: Internal Promotion or Recommendation, 3700 Candler Mountain Road, Lynchburg, VA 24502, 1-800-424-9594

Interviewees Supplied: 1

Positions Used: Position 1

No recruitment sources requested notification of job vacancies during the Applicable Period.

## **SECTION 3: Supplemental Recruitment Activities**

WRVL is a religious broadcaster and qualifies for certain exemptions from the FCC's EEO outreach requirements, including the "Prong 3" supplemental initiatives.

Notwithstanding this exemption, WRVL engages in good faith efforts to recruit broadly, including:

- Utilizing the Liberty University Careers Page to reach a broad applicant pool;
- Posting positions on external job boards such as Indeed and industry-specific organizations;

- Encouraging internal candidates to apply for advancement opportunities.

WRVL recruits without regard to race, color, national origin, or gender among applicants who meet the station's religious qualification criteria.