

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 396</p>	Approved by OMB 3060-0113 (March 2003) FOR FCC USE ONLY
<p>BROADCAST EQUAL EMPLOYMENT OPPORTUNITY PROGRAM REPORT</p> (To be filed with broadcast license renewal application) Read INSTRUCTIONS Before Filling Out Form	FOR COMMISSION USE ONLY FILE NO. - 20120326AKS

Section I

Legal Name of the Licensee COMMUNITY BROADCASTING SERVICES, INC.		
Mailing Address ATTN: RON LANE 117 VICKSBURG AVE.		
City CAMDEN	State or Country (if foreign address) TN	Zip Code 38320 -
Telephone Number (include area code) 7315844444		E-Mail Address (if available) WFWLWRJB@BELLSOUTH.NET
Facility ID Number 4801		Call Sign WFWL
TYPE OF BROADCAST STATION: (if applicable)	Commercial Broadcast Station <input checked="" type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input type="radio"/> Educational Radio <input type="radio"/> Educational TV

Application Purpose

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses or information provided in Sections I through II should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.

[Stations Locations]

Station List				
List call sign and location of all stations included on this statement. List commonly owned stations that share one or more employees. Also list stations operated by the licensee pursuant to a time brokerage agreement. Indicate on the table below which stations are operated pursuant to a time brokerage agreement. To the extent that licensees include stations operated pursuant to a time brokerage agreement on this report, responses should take into consideration the licensee's EEO compliance efforts at brokered stations, as well as any other stations, included on this form. For purposes of this form, a station employment unit is a station or a group of commonly owned stations in the same market that share at least one employee.				

Call Sign	Facility ID Number	Type (check applicable box)	Location (City/State)	Time Brokerage Agreement (check applicable box)
WFWL	4801	<input checked="" type="radio"/> AM <input type="radio"/> FM <input type="radio"/> TV	CAMDEN, TN	<input type="radio"/> Yes <input checked="" type="radio"/> No
WRJB	69768	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	CAMDEN, TN	<input type="radio"/> Yes <input checked="" type="radio"/> No

CONTACT PERSON IF OTHER THAN LICENSEE

Name JOHN NEELY, ESQ.		Street Address SUITE 704 6900 WISCONSIN AVE.	
City BETHESDA	State MD	Zip Code 20815-	Telephone Number 3019864160

FILING INSTRUCTIONS

Broadcast station licensees are required to afford equal employment opportunity to all qualified persons and to refrain from discriminating in employment and related benefits on the basis of race, color, national origin, religion, and sex. See 47 C.F.R. Section 73.2080. Pursuant to these requirements, a license renewal applicant whose station employment unit employs five or more full-time station employees must file a report of its activities to ensure equal employment opportunity. If a station employment unit employs fewer than five full-time employees, no equal employment opportunity program information need be filed. If a station employment unit is filing a combined report, a copy of the report must be filed with each station's renewal application.

A copy of this report must be kept in the station's public file. These actions are required to obtain license renewal. Failure to meet these requirements may result in sanctions or license renewal being delayed or denied. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

DISCRIMINATION COMPLAINTS. Have any pending or resolved complaints been filed during this license Yes No term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the station(s)?

If so, provide a brief description of the complaint(s), including the persons involved, the date of the filing, the court or agency, the file number (if any), and the disposition or current status of the matter.

[Exhibit 1]

Does your station employment unit employ fewer than five full-time employees? Yes No

Consider as "full-time" employees all those permanently working 30 or more hours a week.

If your station employment unit employs fewer than five full-time employees, complete the certification below, return the form to the FCC, and place a copy in your station(s) public file. You do not have to complete the rest of this form. If your station employment unit employs five or more full-time employees, you must complete all of this form and follow all instructions.

CERTIFICATION.

This report must be certified, as follows:

- A. By licensee, if an individual;
- B. By a partner, if a partnership (general partner, if a limited partnership);
- C. By an officer, if a corporation or an association; or
- D. By an attorney of the licensee, in case of physical disability or absence from the United States of the licensee.

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

I certify to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Name of Respondent DENNIS RICHARDSON
Title PRESIDENT	Telephone No. (include area code) 0000000000
Date 3/22/2012	

The purpose of this document is to provide broadcast licensees, the FCC, and the public with information about whether the station is meeting equal employment opportunity requirements.

GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

Name: RON LANE	Title: GENERAL MANAGER
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It is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

I. EEO PUBLIC FILE REPORT Attach as an exhibit one copy of each of the EEO public file reports from the previous two years. Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 2]
II. NARRATIVE STATEMENT Provide a statement in an exhibit which demonstrates how the station achieved broad and inclusive outreach during the two-year period prior to filing this application. Stations that have experienced difficulties in their outreach efforts should explain.	[Exhibit 3]

FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The FCC is authorized under the Communications Act of 1934, as amended, to collect the personal information we request in this report. We will use the information you provide to determine if the benefit requested is consistent with the public interest. If we believe there may be a violation or potential violation of a FCC statute, regulation, rule or order, your request may be referred to the Federal, state or local agency responsible for investigating, prosecuting, enforcing or implementing the statute, rule, regulation or order. In certain cases, the information in your request may be disclosed to the Department of Justice or a court or adjudicative body when (a) the FCC; or (b) any employee of the FCC; or (c) the United States Government, is a party to a proceeding before the body or has an interest in the proceeding. In addition, all information provided in this form will be available for public inspection. If you owe a past due debt to the federal government, any information you provide may also be disclosed to the Department of Treasury Financial Management Service, other federal agencies and/or your employer to offset your salary, IRS tax refund or other payments to collect that debt. The FCC may also provide this information to these agencies through the matching of computer records when authorized. We have estimated that each response to this collection of information will average 5 hours. Our estimate includes the time to read the instructions, look through existing records, gather and maintain required data, and actually complete and review the form or response. If you have any comments on this estimate, or on how we can improve the collection and reduce the burden it causes you, please write the Federal Communications Commission, AMD-PERF, Paperwork Reduction Project (3060-0113), Washington, D. C. 20554. We will also accept your comments via the Internet if you send them to jboley@fcc.gov. Remember - you are not required to respond to a collection of information sponsored by the Federal government, and the government may not conduct or sponsor this collection, unless it displays a currently valid OMB control number or if we fail to provide you with this notice. This collection has been assigned an OMB control number of 3060-0113.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3), AND THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.

Exhibits

Exhibit 2

Description: 2011 EEO PUBLIC FILE REPORT

THE EMPLOYMENT UNIT HIRED ITS FIFTH FULL TIME EMPLOYEE IN MAY 2011.

WITH FEWER THAN FIVE FULL TIME EMPLOYEES, IT WAS NOT REQUIRED TO PREPARE AN EEO PUBLIC FILE REPORT FOR THE 12 MONTH PERIOD ENDING MARCH 31, 2011.

Attachment 2

Description
2012 EEO Public File Report

Attachment 3

Description
narrative

Community Broadcasting Services, Inc.

WRJB/WFWL Radio-Camden, Tn

Annual FCC EOE Report -April 1, 2012

New Hire: Tim Smith-Camden, Tn

Job Title: Sales Representative—Duties also include, Sports Play-by-Play, Commercial Production, News

Date Started: May 2, 2011

Recruitment Service to Adv. Job vacancy: Spot Announcements (8 per day) on WFWL-AM & WRJB-FM,
Feb. 26-Mar.31, 2011)

Newspaper Ad, Mar. 1, 8, 15, 22, 29, 2011-Camden Chronicle

Magic Valley Times-Camden, Tn

Total Interviews---8

Recruitment Service: The new hire came as a result of a family member of hire hearing radio ad and seeing newspaper ad and referring him to station management.

Supplemental Recruitment Initiatives completed during the reporting period ending March 31, 2012.

-Job shadowing. Two students from University of Tennessee/Martin

-Student Interns work in our sports programming area, assisting with game statistics, interviews and color commentary. In the past 12 months, three interns were hired for part time employment.

-Station tours for school classes, scout troops and other groups. Tours include a presentation about radio station operation with information about the education and skills useful in broadcast employment

NARRATIVE STATEMENT

DURING THE PROCEEDING LICENSE PERIOD, WFWL/WRJB RADIO, CAMDEN, TN, HAS WORKED TO RECRUIT WIDELY THROUGHOUT OUR BROADCAST AREA,

BEING LOCATED IN A SMALL COMMUNITY, 4,500 CITY AND 16,000 COUNTY, WE HAVE LIMITED RESOURCES OF RECRUITMENT PROGRAMS . THERE ARE NO ORGANIZED JOB FAIRS IN OUR AREA OF SERVICE. THE NEAREST COLLEGE IS BETHEL UNIVERSITY LOCATED APPROXIMATELY 35 MILES AND UNIVERSITY OF TENNESSEE AT MARTIN 60 MILES FROM OUR STATION. WE HAVE ENCOURAGED APPLICATIONS FROM THESE INSTITUTIONS. DURING THE PAST SIX MONTHS, WE HIRED A YOUNG MAN THAT IS A STUDENT AT UTM AS A PART-TIME STAFF ANNOUNCER.

WFWL AND WRJB RADIO HAS A LONG HISTORY OF UTILIZING YOUNG HIGH SCHOOL AND COLLEGE STUDENTS, BOTH MALE AND FEMALE, TO WORK AS ANNOUNCERS, SALES, NEWS AND SPORTS. WE CONTACT LOCAL SCHOOL GUIDANCE CONSELORS, DECA ADVISORS AND SPEECH TEACHERS TO HELP US LOCATE STUDENTS WHO MIGHT HAVE AN INTEREST OR TALENT IN THE BROADCASTING FIELD.

ON AN ANNUAL BASIS, WE HAVE WELCOMED AND HOSTED SCHOOL CLASSES, SCOUT TROOPS AND OTHER GROUPS WHO HAVE REQUESTED INTEREST, TO TAKE A TOUR OF OUR RADIO STATIONS. GENERALLY, GROUPS ARE GIVEN A TOUR BY THE STATION MANAGER. THE MANAGER EXPLAIN S TO THEM HOW A RADIO STATION WORKS AND ENCOURAGES QUESTIONS FROM THE GROUP. THE MANAGER EXPLAINS HOW TO GET STARTED IN RADIO AND THE EDUCATION AND TALENT REQUIRED.

WE ALSO HAVE REQUESTS FROM LOCAL COLLEGE STUDENTS WORKING ON A DEGREE IN COMMUNICATION. THEY GENERALLY MEET WITH THE GENERAL MANAGER TO GET AN INSIGHT INTO THE WORKINGS OF A RADIO STATION. WE HAVE MET WITH TWO YOUNG STUDENTS FRO M THE UNIVERSITY OF TENNESSEE AT MARTIN DURING THE PAST YEAR WHO SPENT TIME OBSERVING A LIVE RADIO PROGRAM AND GETTING AN OVERVIEW OF EVERY ASPECT OF STATION OPERATION.

WHEN WE HAVE AN IMMEDIATE OPENING, WE UTILIZE OUR RADIO STATIONS AND THE LOCAL NEWSPAPER. WE RUN A HEAVY SCHEDULE OF SPOT ANNOUNCEMENTS AND ADS IN THE PAPER REQUESTING APPLICATIONS TO BE TURNED IN TO THE STATION AT 117 VICKSBURG AVE. CAMDEN, TN. ANNOUNCEMENTS OR ADS ALWAYS STATE REQUIREMENTS NEEDED FOR OPENING AND STATE THAT WE ARE AN EQUAL OPORTUNITY EMPLOYER. APPLICATIONS ARE REVIEWED AND FOLLOWED UP WITH PERSONAL INTERVIEWS.

DURING THE PAST YEAR, WE HAVE UTILIZED YOUNG HIGH SCHOOL INTERN S TO ASSIST OUR SPORTS PLAY-BY-PLAY ANNOUNCERS. THESE STUDENTS DO HALF TIME STATS, INTERVIEWS AND SPORTS PLAY-BY-PLAY COLOR COMMENTARY. THIS GIVES THE INTERN HANDS ON EXPERIENCE IN RADIO

BROADCASTING. WE HAVE A GOOD WORKING RELATIONSHIP WITH THE 2 HIGH SCHOOLS IN OUR COUNTY WHO OFTEN REFER TO US STUDENTS WHO HAVE EXPRESSED AN INTEREST IN BROADCASTING. WE HAVE HIRED THREE STUDENTS OVER THE PAST 12 MONTHS, 2 FROM CAMDEN HIGH SCHOOL AND 1 FROM UTM TO WORK PART-TIME AS STAFF ANNOUNCERS/BOARD OPERATORS.

IN SUMMARY, GIVEN OUR LIMITED JOB RECRUITED RESOURCES, WFWL/WRJB RADIO HAS ALWAYS RELIED ON RADIO , NEWSPAPER, LOCAL HIGH SCHOOL AND COLLEGE REFERRALS, INTERNS, JOB SHADOWING, GROUP TOURS AND INDIVIDUAL REFERRALS IN HIRING FOR JOB OPENINGS. ALL APPLICANTS ARE CONSIDERED EQUALLY WITHOUT REGARD TO RACE, CREED. AGE OR GENDER.

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