

# Federal Communications Commission

**FCC MB - CDBS Electronic Filing**  
**Account number: 814270**

**Description: CDR FORM 397 - JUNE 2008**  
**Application Reference Number: 20080530ACE**  
**Successfully filed at May 30 2008 11:42AM**

**Based on the information supplied, no fee is required.**

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Federal Communications Commission Washington, D.C. 20554  <p style="text-align: center;"><b>FCC 397</b></p>	Approved by OMB 3060-0922 (September 2002)  FOR FCC USE ONLY
<b>BROADCAST MID-TERM REPORT</b>	FOR COMMISSION USE ONLY FILE NO. - 20080530ACE

Legal Name of the Licensee  
**THE CEDARVILLE UNIVERSITY**

Mailing Address  
 251 N. MAIN STREET

City CEDARVILLE	State or Country (if foreign address) OH	Zip Code 45314 -
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Telephone Number (include area code) 9377667815	E-Mail Address (if available) MSPARKS@CEDARVILLE.EDU
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FCC Registration Number 0007285752	Facility ID Number 65515	Call Sign WCDR-FM
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<b>TYPE OF BROADCAST STATION:</b>	Commercial Broadcast Station <input type="radio"/> Radio <input type="radio"/> TV <input type="radio"/> Low Power TV <input type="radio"/> International	Noncommercial Broadcast Station <input checked="" type="radio"/> Educational Radio <input type="radio"/> Educational TV
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**Application Purpose**

New Program Report

Amendment to Program Report

List call sign and location of all stations included on this report. 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 III 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.

[Station List]

**Station List**

List call sign and location of all stations included on this report. 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 III 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)
WOHC	65503	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	CHILLICOTHE, OH	<input type="radio"/> Yes <input checked="" type="radio"/> No
WOHP	65508	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	PORTSMOUTH, OH	<input type="radio"/> Yes <input checked="" type="radio"/> No
WCDR-FM	65515	<input type="radio"/> AM <input checked="" type="radio"/> FM <input type="radio"/> TV	CEDARVILLE, OH	<input type="radio"/> Yes <input checked="" type="radio"/> No

**SEND NOTICES AND COMMUNICATIONS TO THE FOLLOWING NAMED PERSON AT THE ADDRESS INDICATED BELOW:**

Name ELISE M. STUBBE, ESQ.		Street Address 1080 WEST CAUSEWAY APPROACH	
City MANDEVILLE	State LA	Zip Code 70471-3036	Telephone Number 9856290777

**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 television station employment unit that employs five or more full-time station employees must file a full and complete Broadcast Mid-Term Report. If a television station employment unit employs fewer than five full-time employees, only the first two pages of this report need be filed [through Section I and the Certification] .

A copy of this Mid-Term Report must be kept in the station's public file. Failure to meet these requirements may result in sanctions or remedies. These requirements are contained in 47 C.F.R. Section 73.2080 and are authorized by the Communications Act of 1934, as amended.

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

**Section I**

Does your station employment unit employ fewer than five full-time employees, if television, or fewer than eleven full-time employees, if radio?  Yes  No

If yes, you do not have to file this form with the FCC. However, you have the option to 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, if television, or eleven or more full-time employees, if radio, 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 DR. WILLIAM BROWN
Title PRESIDENT	Telephone No. ( include area code) 9377667815
Date 5/30/2008	

**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.

**Section II**

**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: TIM BOSWORTH	Title: ASSOCIATE VICE PRESIDENT FOR HUMAN RESOURCES
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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.

<b>Section III</b>	
<b>MID-TERM REPORT</b>	
Television station employment units with five or more full-time employees and radio station employment units with more than ten full-time employees filing in the middle of the license term must attach a copy of each of the two most recent EEO public file reports (the reports from this year and last year). Stations are required to place annually such information as is required by 47 C.F.R. Section 73.2080 in their public files.	[Exhibit 1]

**FCC NOTICE REQUIRED BY THE PAPERWORK REDUCTION ACT**

We have estimated that each response to this collection of information will average 30 minutes. 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 (3060-0922), Washington, D.C. 20554. We will also accept your comments via the Internet if you send them to PRA@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 3060-0922.

**THE FOREGOING NOTICE IS REQUIRED BY THE PAPERWORK REDUCTION ACT OF 1995, P.L. 104-13, OCTOBER 1, 1995, 44 U.S.C. 3507.**

**Exhibits**

**Exhibit 1**  
**Description: EEO PUBLIC FILE REPORTS & NARRATIVE STATEMENT**

**Attachment 1**

Description
<a href="#">EEO Public File Report (2006-2007)</a>
<a href="#">EEO Public File Report (2007-2008)</a>
<a href="#">Narrative Statement</a>

**EEO PUBLIC FILE REPORT**  
 Dates: June 1, 2007 – May 31, 2008

<b>Station Employment Unit</b>		
Station Call Letters	FCC Facility ID Number	Community of License
WCDR-FM	65515	Cedarville, OH
WOHC	65503	Chillicothe, OH
WOHP	65508	Portsmouth, OH

<b>Recruitment Sources</b>			
Source	Contact	Address	Phone
Cedarville University Website	Lisa Todd	www.cedarville.edu	937-766-4125
<b>Radio Employment Referral List</b>			
American Women in Radio & TV (website)	Ms. Sondra Lee	www.awrt.org	703-506-3290
Columbus Call & Post (website)	Inell Martin	www.callandpost.com	614-224-8123
Cedarville University Career Services	Mr. Lew Gibbs	251 N Main St Cedarville, OH 45314	937-766-7868
Dayton Council American Business Women's Assoc.	Ms. Ethel Cooper	1818 Robin Hood Dr Fairborn, OH 45324	513-932-3648
Central State University	Ms. Lesa Taylor DeVond Director of Career Services	PO Box 1004 Wilberforce, OH 45384	937-376-6383
Payne Theological Seminary	Ms. Audrey Ling	PO Box 474 1230 Wilberforce-Clifton Rd Wilberforce, OH 45384	937-376-2946 ext. 202
Wilberforce University Cooperative Education and Professional Career Services	Director	PO Box 1001 1055 N Bickett Rd Wilberforce, OH 45384	937-376-2911
Calvary Grace Brethren Church	Pastor Robert Poirier	3243 N Main St Dayton, OH 45405	937-277-5900
Christian Disciple Missionary Baptist Church	Pastor Charles Spencer	1010 W Hillcrest Ave Dayton, OH 45406	937-275-1918
Greater Dayton Christian Connection	Mr. Darryl Fairchild	601 W Riverview Ave Dayton, OH 45406	937-227-9482
Dayton Urban League	Director	907 W Fifth St Dayton, OH 45407	937-220-6650
Dayton Christian Center	Director	1352 W Riverview Ave Dayton, OH 45407	937-275-7174
Int'l College of Broadcasting	Mr. Gary Doster, Placement Director	6 S Smithville Rd Dayton, OH 45431	937-258-8251
Urban Light	Eli Williams	424 S Fountain Ave	937-328-0122

Ministries		PO Box 3132 Springfield, OH 45501	
		<b>Cedarville HR Church Employment Referral List</b>	
Apex Community Church	Pastor	5200 Far Hills Avenue Dayton, OH 45429	937-432-9022
Bible Missionary Baptist Church	Pastor	243 Grant Street Wilmington, OH 45177	937-382-4514
Blessed Hope Baptist Church	Pastor	315 S. Kensington Place Springfield, OH 45503	937-399-2885
Calvary Baptist Church	Pastor	1601 West 2 <sup>nd</sup> Street Xenia, OH 45385	917-372-3841
Calvary Baptist Church	Pastor	3551 S. Limestone Street Springfield, OH 45502	917-323-4092
Clearcreek Chapel	Pastor	P.O. 327 Springboro, OH 45066	937-885-2143
Colonial Baptist Church	Pastor	8963 Milton-Carlisle Road New Carlisle, OH 45344	937-882-6903
Cornerstone Baptist Church	Pastor	2643 N. Limestone Street Springfield, OH 45503	937-399-4024
Cornerstone Bible Church	Pastor	45 W. Church Street Xenia, OH 45385	937-372-4434
Dayton Avenue Baptist Church	Pastor	1121 Dayton Avenue Xenia, OH 45385	937-376-8223
Emmanuel Baptist Church	Pastor	1120 S. Detroit Street Xenia, OH 45385	937-372-5887
Faircreek Church	Pastor	2400 Faircreek Ridge Road Fairborn, OH 45324-2165	937-879-1598
Fairhaven Church	Pastor	637 E. Whipp Road Dayton, OH 45459	937-434-8627
Faith Baptist Church	Pastor	1791 U.S. Route 68 N. Wilmington, OH 45177	937-382-5998
Far Hills Community Church	Pastor	5800 Clys Road Dayton, OH 45459	937-434-3232
Grace Baptist Church	Pastor	P.O. Box 12 Cedarville, OH 45314	937-766-2391
Grand Heights Baptist Church	Pastor	1611 Armstrong Road Fairborn, OH 45324	937-878-7971
Hillside Chapel	Pastor	3515 Shakertown Road Beavercreek, OH 45430	937-426-7537
Maranatha Baptist Church	Pastor	1704 Sunset Avenue Springfield, OH 45505	937-325-1890
Medway Baptist Church	Pastor	11027 Gerlaugh Road Medway, OH 45341	937-849-1201
Mt. Enon Missionary Baptist Church	Pastor	1501 West Dr. Martin Luther King Jr. Way Dayton, OH 45402	937-222-0867
Northside Baptist Church	Pastor	2425 Derr Road Springfield, OH 45503	937-399-0300
Patterson Park Church	Pastor	3655 E. Patterson Road Dayton, OH 45430-1329	937-427-0130

Shawnee Hills Baptist Church	Pastor	3490 Jasper Road Jamestown, OH 45335	937-675-4121
Southgate Baptist Church	Pastor	2111 S. Center Blvd. Springfield, OH 45506	937-325-0619
St. John Missionary Baptist Church	Pastor	34 W. Pleasant St. Springfield, OH 45506	937-323-3504
Washington Heights Baptist Church	Pastor	5650 Far Hills Avenue Dayton, OH 45429	937-434-4676

<b>Vacancies Filled During Period</b>				
Position Filled	Date Filled	Source	Interviewee(s)	Hiree
Overnight News Operator	September 1, 2007	Internal Hire	1	1
		Cedarville University Website	0	
		Cedarville HR Church Employment Referral List	0	
		Radio Employment Referral List	0	
		<b>Total:</b>	<b>1</b>	<b>1</b>

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St. John Missionary Baptist Church	Pastor	34 W. Pleasant St. Springfield, OH 45506	937-323-3504
Washington Heights Baptist Church	Pastor	5650 Far Hills Avenue Dayton, OH 45429	937-434-4676

<b>Vacancies Filled During Period</b>				
Position Filled	Date Filled	Source	Interviewee(s)	Hiree
General Manager	March 1, 2007	Cedarville University Website	4	1
		Cedarville HR Church Employment Referral List		
			<b>Total: 4</b>	<b>1</b>
Media Advancement Officer	October 25, 2006	Word of mouth	2	1
		Cedarville University Website		
		Cedarville HR Church Employment Referral List		
			<b>Total: 2</b>	
Overnight News Operator	August 7, 2006	Cedarville University Website	1	1
		Cedarville HR Church Employment Referral List	1	0
			<b>Total: 2</b>	

## The Cedarville University

### Form 397 Mid-Term EEO Report

#### *Narrative Statement*

While a narrative statement does not need to be filed with the Form 397, The Cedarville University (“Cedarville”), the licensee of the stations in this station employment unit (“SEU”), has elected to provide this brief narrative to discuss its exemption from certain EEO rules due to its status as a religious broadcaster and the circumstances behind the recruitment for a certain position listed in its 2007-2008 report.<sup>1</sup>

#### *Cedarville is a Religious Broadcaster*

Cedarville is a religious broadcaster pursuant to paragraph 128 of the FCC’s *Second Report and Order, Review of the Broadcast and Cable Equal Employment Opportunity Rules and Policies*, 17 FCC Rcd 24018 (2002). As a religious broadcaster, Cedarville is not required to comply with the broad outreach recruitment requirement or the menu options set forth in the FCC’s EEO rule. Rather, Cedarville is required to make a reasonable, good faith effort to recruit applicants, when a vacancy arises, without regard to race, color, national origin or gender from among those who are qualified based upon their religious belief or qualification. *Id.*

Thus, Cedarville has not conducted nor reported any menu options on either of its EEO reports attached to this Form 397.

#### *2007-2008 EEO Public File Report*

Cedarville had just one vacancy during the period from June 1, 2007 through May 31, 2008. When the position became vacant, Cedarville requested a temporary student part-time worker to take on the responsibilities of the position while it recruited for a full-time replacement. Cedarville advised the temporary part-time student worker that he could apply for the position, which he did. Cedarville received no other applications for the position, despite the numerous notices that it sent out. Cedarville hired the temporary part-time student worker for the full-time position as a result of his application for the position and as a part of the normal recruitment process.

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<sup>1</sup> Cedarville also reports that the 2006-2007 EEO Report that is provided with this Form 397 has been amended since it was first completed. Cedarville added the names and details of recruitment sources that were used for the recruitment of the positions listed but were inadvertently omitted from the original report.