

Federal Communications Commission

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Description: WTGL MID-TERM EEO REPORT
Application Reference Number: 20080930BFE
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Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 397</p>	Approved by OMB 3060-0922 (September 2002)	FOR FCC USE ONLY FOR COMMISSION USE ONLY FILE NO. - 20080930BFE
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Legal Name of the Licensee
GOOD LIFE BROADCASTING, INC.

Mailing Address
31 SKYLINE DRIVE

City LAKE MARY	State or Country (if foreign address) FL	Zip Code 32746 -
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Telephone Number (include area code) 4072156745	E-Mail Address (if available)
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FCC Registration Number 0004570941	Facility ID Number 9881	Call Sign WTGL
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TYPE OF BROADCAST STATION:	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 type="radio"/> Educational Radio <input checked="" 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)
WTGL	9881	<input type="radio"/> AM <input type="radio"/> FM <input checked="" type="radio"/> TV	LEESBURG, FL	<input type="radio"/> Yes <input checked="" type="radio"/> No

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

Name JOSEPH C. CHAUTIN, III		Street Address 1080 WEST CAUSEWAY APPROACH		
City MANDEVILLE	State LA	Zip Code 70471-	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 KENNETH R. MIKESSELL
Title PRESIDENT	Telephone No. (include area code) 4072156745
Date 9/30/2008	

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: EILEEN KELLY	Title: PROGRAM COORDINATOR
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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.

Section III

MID-TERM REPORT

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-PERM, 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: EXHIBIT 1

Attachment 1

Description
WTGL 2006-2007 EEO Public File Report
WTGL 2007-2008 EEO Public File Report
Narrative Statement

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period September 22, 2006 through September 21, 2007

1) **Employment Unit:** Good Life Broadcasting, Inc.

2) **Unit Members (Stations and Communities of License):** WTGL-TV, Leesburg, Florida

3) **EEO Contact Information for Employment Unit:**

Mailing Address: 31 Skyline Dr. Lake Mary, Fl. 32746 407-215-6745 (phone) 407-215-6789 (fax)	Telephone Number: 407-215-6745
	Contact Person/Title: Eileen Kelly, Program Coordinator
	E-mail Address: eileen@tv45.org

4) **List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

Job Title

Recruitment Source Referring Hiree

1. Engineer

Transfer *

* Engineer was previously employed with original owners of our new building. He continued on after acquisition, by Good Life Broadcasting, for transition and future work.

Good Life Broadcasting Inc. is a religious broadcaster as defined by the regulations of the Federal Communications Commission. See 47 C.F.R. 73.2080; Review of the Commission's Broadcast Cable Equal Opportunity Rules and Policies, 17 FCC Rcd 24018 (2002). As a religious broadcaster, Good Life Broadcasting Inc. has established a religious qualification for all employee positions at WTGL-TV and WLCB-TV. In accordance with FCC rules, Good Life Broadcasting Inc. makes reasonable, good faith efforts to recruit applicants, without regard to race, color, national origin or gender among all those who are qualified for employment based on their religious beliefs or affiliation.

5) Job Title: Engineer

Referral Source(s) of Hiree: WKCF

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification (Yes or No)

6) Total # of Interviewees Referred: For the period from September 22, 2006 to September 21, 2007, this Employment Unit interviewed 1 interviewees for full-time job vacancies.

(a) Good Life Broadcasting Internship Program

Good Life Broadcasting, Inc. maintains an internship program. The Program Coordinator/Human Resources oversees and manages the internship program and evaluates the interns' performance. Through the program, interns are exposed to all departments at the stations, including Production, Post-Production and Operations. Interns participate in live taping, editing and broadcasting. All interns receive training and exposure to the skills necessary to have a successful career in the broadcast industry. The internships typically continue for one to two semesters. The interns come from UCF, Valencia Community College and Full Sail School. Good Life Broadcasting, Inc. distributes information regarding its internship program to UCF, Valencia Community College, Full Sail School and our website. All interns are college students and receive college credit for the internships

1. Summer Internship Program was filled for 3 months (June-August 2007) with a student from Oral Roberts University in Tulsa, OK. Student learned and applied various skills in production and post production. She also created and implemented her new skills for many on-air spots and promos. She worked directly within the Operations Department under our Creative Director.

Cont.

2. Fall Internship – High School Level

We are currently using a High School student from Lyman High School, Longwood, Florida. He is working approximately 10 hours a week learning the creative process from the beginning level from our Creative Director.

EEO PUBLIC FILE REPORT
 Dates: October 1, 2007 – September 30, 2008

Station Employment Unit					
Call Sign	Fac. Id.	Community of License	Call Sign	Fac. Id	Community of License
WTGL	9881	Leesburg, Fl			

Recruitment Sources			
Source	Contact	Address	Phone
Christian Help Ministry	Lynn Johnson	450 Seminola Blvd. Casselberry 32707	407-834-4022
Destiny Church	Scott George	2200 S. Orange Ave Orlando 32809	407-540-9150
Full Sail Technical School	Karen Trudeau	3300 University Blvd. Orlando 32792	407-679-6333
WTGL On-Air	Eileen Kelly	31 Skyline Dr. Lake Mary 32746	407-215-6745
www.tv45.org	Eileen Kelly	31 Skyline Dr. Lake Mary 32746	407-215-6745
Employee Referral	Eileen Kelley	31 Skyline Dr. Lake Mary 32746	407-215-6745
Church Client Referral	Eileen Kelley	31 Skyline Dr. Lake Mary 32746	407-215-6745

Vacancies Filled During Period				
Position Filled	Date Filled	Source	Interviewee(s)	Hiree
Host On-Air	10/11/2007	Destiny Church	1	
		Christian Help Ministry	1	
		Employee Referral	1	1
			Total: 3	1
Producer	2/20/2008	Christian Help Ministry	1	
		Destiny Church	1	
		Full Sail Technical School	1	
		Church Client Referral	2	1
			Total: 5	1
Master Control Operator	3/07/2008	Full Sail Technical School	2	
		WTGL On-Air Ad	2	1
		www.tv45.org	1	
			Total: 3	1
Master Control Operator	5/06/2008	Full Sail Technical School	1	
		WTGL On-Air Ad	1	1
		www.tv45.org	1	
			Total: 3	1

WTGL(TV)
Fac. Id. 9881
Leesburg, Florida

Exhibit 1

While a narrative statement does not need to be filed with the Form 397, Good Life Broadcasting, Inc. (“GLB”), the licensee of non-commercial educational station WTGL, has elected to provide this statement to declare its status as a religious broadcaster and to discuss certain aspects of its 2006-2007 report.

Religious Broadcaster

GLB 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, GLB is not required to comply with the broad outreach recruitment requirement or the menu options set forth in the FCC’s EEO rule. Rather, GLB 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.

2006-2007 EEO Public File Report

With this exhibit, GLB seeks to clarify several elements of its 2006-2007 EEO public file report for station WTGL. They are as follows:

- The reporting period is listed as being from September 22, 2006 to September 21, 2007. The reporting period for the 2007-2008 report starts on October 1, 2007. In the nine days between these two reports, the station conducted no recruitment nor did it hire for any full-time positions.
- The station started using the call sign WTGL on September 12, 2007. Prior to that, the station was licensed under the call sign WLCB-TV.
- Engineer position listed on report technically did not need to be reported as there was no vacancy that was filled. As explained in the report, the Engineer was previously employed by the owner of the building that GLB purchased in 2007. After the acquisition, the engineer stayed on and became an employee of GLB. However, GLB would not have had a vacancy for this position and so the addition of the engineer to the payroll did not trigger a recruitment requirement.
- GLB included a discussion of its internship program on the report. As a religious broadcaster, GLB is not required to complete menu options under the new rules. While GLB has elected to create an internship program, it did not do so to fulfill any EEO obligation.