

**GREEN MOUNTAIN EDUCATIONAL FELLOWSHIP, INC. WVFA – 90.5 FM P.O. Box 126 – Hartford,
Vermont 05047 wvfaradio.com Phone: 802-295-9683 E-mail: VTpreacher@aol.com**

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

Green Mountain Educational Fellowship, Inc., the licensee of WVFA-FM, has an all-volunteer staff at present. No staff member or officer receives any compensation other than reimbursement for expenses.

In any case, GMEF has fewer than the equivalent of five full-time “employees”, meaning that GMEF is not subject to some of the stringent reporting requirements of the federal Equal Employment Opportunity Act.

However, should hiring decisions for compensated employees be made in the future, GMEF is pledged to abide by the standards of an Equal Employment Opportunity employer. Consequently, all employment decisions and personnel actions will be based on objective criteria and without regard to race [including hair texture, hair types, and hairstyles], color, religion, creed, sex [including pregnancy, childbirth, or related medical conditions], reproductive health decision, status as a lactating employee, national origin, ancestry, age, marital status, familial status, assignment of income for the purpose of satisfying child support obligations, domestic or sexual violence victim status, disability, sexual orientation, gender identity, gender expression, genetic information, predisposing genetic characteristics, protected veteran or military status, or any other protected group status recognized by federal, state, or local law. Moreover, GMEF will focus on making any future job opportunities known through channels that reach such persons..

Nothing in this statement shall be construed to negate the absolute and unequivocal commitment of Green Mountain Educational Fellowship, Inc. and WVFA-FM to conduct all of its operations in accordance with Biblical principles and Judeo-Christian values, to honor the Lord Jesus Christ and to advance His kingdom. We reserve the right to clarify any question or ambiguity as to interpretation or application of those values.

Respectfully submitted,

William A. Wittik, General Manager, WVFA and President, Green Mountain Educational Fellowship, Inc.

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