

**KLJY / KHZR / KPVR
EEO PUBLIC FILE REPORT
10/1/12 - 9/30/13**

<u>Stations</u>	<u>FT Emp</u>	<u>Shared</u>	<u>Website</u>
KLJY	14	0	www.joyfmonline.org
KHZR			
KPVR			

Person Responsible for EEO Rules

Name: Sandra Brown
Title: General Manager

<u>FT Vac Filled</u>	<u>Hire Date</u>	<u>RS Used</u>	<u>RS for Hiree</u>
Admin Assistant	4/22/2013	1,2,8,10	1
Program Dir - New Format	5/1/2013	1,4,6,7,8,9,10	6
Asst PD - AM News/Traffic	7/15/13	1,2,4,8,9,10	2
Admin Assistant	7/29/13	1,2,8,10	2
Bookkeeper	8/12/13	1,2,8,10	2
Asst Prom Dir - New Format	8/12/13	4,6,8,9,10	9

II. MASTER RECRUITMENT SOURCE LIST - *ADMIN. ASSISTANT I*

R S Number	R S Information	Total Number of Interviewees Referred by R S	Total Number of Applicants Referred by R S
1	JOY FM Website (www.joyfmonline.org) Sandi Brown 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	3	10
2	JOY FM Radio Broadcast 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	12	286
3	R & R (Radio & Records) Kevin Peterson P.O. Box 16555 North Hollywood, CA 91615 (800) 562-2706		
4	All Access Music Group Jackie Chapman 28955 Pacific Coast Highway, Suite #210 Malibu, CA 90265 (310) 457-6616		
5	Christian Radio Weekly Rebecca Bendt 5350 N. Academy Blvd., Suite #200 Colorado Springs, CO 80918 (719) 536-9000		
6	HisAir.net Ted Kelly P.O. Box 307, Duplesis, LA 70728 (225) 744-3524		
7	ProgramDirector.net Bob Thornton (918) 492-2660		
8	St. Louis Post Dispatch 900 North Tucker Blvd. St. Louis, MO 63101 (314) 340-8000	2	81
9	Employee Referral		
10	STLtoday.com 900 North Tucker Blvd. St. Louis, MO 63101 (314) 340-8000	0	17

II. MASTER RECRUITMENT SOURCE LIST - *PROGRAM DIRECTOR - NEW FORMAT*

R S Number	R S Information	Total Number of Interviewees Referred by R S	Total Number of Applicants Referred by R S
1	JOY FM Website (www.joyfmonline.org) Sandi Brown 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	0	1
2	JOY FM Radio Broadcast 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569		
3	R & R (Radio & Records) Kevin Peterson P.O. Box 16555 North Hollywood, CA 91615 (800) 562-2706		
4	All Access Music Group Jackie Chapman 28955 Pacific Coast Highway, Suite #210 Malibu, CA 90265 (310) 457-6616	0	4
5	Christian Radio Weekly Rebecca Bendt 5350 N. Academy Blvd., Suite #200 Colorado Springs, CO 80918 (719) 536-9000		
6	HisAir.net Ted Kelly P.O. Box 307, Duplesis, LA 70728 (225) 744-3524	3	9
7	ProgramDirector.net Bob Thornton (918) 492-2660	0	1
8	St. Louis Post Dispatch 900 North Tucker Blvd. St. Louis, MO 63101 (314) 340-8000	0	6
9	Employee Referral	1	1
10	STLtoday.com 900 North Tucker Blvd. St. Louis, MO 63101 (314) 340-8000	0	4

II. MASTER RECRUITMENT SOURCE LIST - *AM NEWS / TRAFFIC / ASST P.D.*

R S Number	R S Information	Total Number of Interviewees Referred by R S	Total Number of Applicants Referred by R S
1	JOY FM Website (www.joyfmonline.org) Sandi Brown 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	1	1
2	JOY FM Radio Broadcast 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	2	17
3	R & R (Radio & Records) Kevin Peterson P.O. Box 16555 North Hollywood, CA 91615 (800) 562-2706		
4	All Access Music Group Jackie Chapman 28955 Pacific Coast Highway, Suite #210 Malibu, CA 90265 (310) 457-6616	0	5
5	Christian Radio Weekly Rebecca Bendt 5350 N. Academy Blvd., Suite #200 Colorado Springs, CO 80918 (719) 536-9000		
6	HisAir.net Ted Kelly P.O. Box 307, Duplesis, LA 70728 (225) 744-3524		
7	ProgramDirector.net Bob Thornton (918) 492-2660		
8	St. Louis Post Dispatch 900 North Tucker Blvd. St. Louis, MO 63101 (314) 340-8000	1	6
9	Employee Referral	1	1
10	STLtoday.com 900 North Tucker Blvd. St. Louis, MO 63101 (314) 340-8000	0	3

II. MASTER RECRUITMENT SOURCE LIST - ADMIN. ASSISTANT II

R S Number	R S Information	Total Number of Interviewees Referred by R S	Total Number of Applicants Referred by R S
1	JOY FM Website (www.joyfmonline.org) Sandi Brown 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	3	10
2	JOY FM Radio Broadcast 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	12	286
3	R & R (Radio & Records) Kevin Peterson P.O. Box 16555 North Hollywood, CA 91615 (800) 562-2706		
4	All Access Music Group Jackie Chapman 28955 Pacific Coast Highway, Suite #210 Malibu, CA 90265 (310) 457-6616		
5	Christian Radio Weekly Rebecca Bendt 5350 N. Academy Blvd., Suite #200 Colorado Springs, CO 80918 (719) 536-9000		
6	HisAir.net Ted Kelly P.O. Box 307, Duplesis, LA 70728 (225) 744-3524		
7	ProgramDirector.net Bob Thornton (918) 492-2660		
8	St. Louis Post Dispatch 900 North Tucker Blvd. St. Louis, MO 63101 (314) 340-8000	2	81
9	Employee Referral		
10	STLtoday.com 900 North Tucker Blvd. St. Louis, MO 63101 (314) 340-8000	0	17

II. MASTER RECRUITMENT SOURCE LIST -

BOOKKEEPER

R S Number	R S Information	Total Number of Interviewees Referred by R S	Total Number of Applicants Referred by R S
1	JOY FM Website (www.joyfmonline.org) Sandi Brown 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	3	14
2	JOY FM Radio Broadcast 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	8	58
3	R & R (Radio & Records) Kevin Peterson P.O. Box 16555 North Hollywood, CA 91615 (800) 562-2706		
4	All Access Music Group Jackie Chapman 28955 Pacific Coast Highway, Suite #210 Malibu, CA 90265 (310) 457-6616		
5	Christian Radio Weekly Rebecca Bendt 5350 N. Academy Blvd., Suite #200 Colorado Springs, CO 80918 (719) 536-9000		
6	HisAir.net Ted Kelly P.O. Box 307, Duplesis, LA 70728 (225) 744-3524		
7	ProgramDirector.net Bob Thornton (918) 492-2660		
8	St. Louis Post Dispatch 900 North Tucker Blvd. St. Louis, MO 63101 (314) 340-8000	5	42
9	Employee Referral		
10	STLtoday.com 900 North Tucker Blvd. St. Louis, MO 63101 (314) 340-8000	2	23

II. MASTER RECRUITMENT SOURCE LIST - *ASST. PROMOTIONS DIR. - NEW FORMAT*

R S Number	R S Information	Total Number of Interviewees Referred by R S	Total Number of Applicants Referred by R S
1	JOY FM Website (www.joyfmonline.org) Sandi Brown 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569		
2	JOY FM Radio Broadcast 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569		
3	R & R (Radio & Records) Kevin Peterson P.O. Box 16555 North Hollywood, CA 91615 (800) 562-2706		
4	All Access Music Group Jackie Chapman 28955 Pacific Coast Highway, Suite #210 Malibu, CA 90265 (310) 457-6616	1	25
5	Christian Radio Weekly Rebecca Bendt 5350 N. Academy Blvd., Suite #200 Colorado Springs, CO 80918 (719) 536-9000		
6	HisAir.net Ted Kelly P.O. Box 307, Duplesis, LA 70728 (225) 744-3524	4	11
7	ProgramDirector.net Bob Thornton (918) 492-2660		
8	St. Louis Post Dispatch 900 North Tucker Blvd. St. Louis, MO 63101 (314) 340-8000	0	6
9	Employee Referral	1	1
10	STLtoday.com 900 North Tucker Blvd. St. Louis, MO 63101 (314) 340-8000	0	2

Exhibit 3

KLJY(FM)

EEO Narrative

Covering the period from October 1, 2012 - September 30, 2013

Gateway Creative Broadcasting, the licensee of KLJY(FM) is a religious broadcaster as defined by the regulations of the Federal Communications Commission. See 47 C.F.R. 73.2080 (c) (1); Review of the Commission's Broadcast and Cable Equal Employment Opportunity Rules and Policies, 17 FCC Rcd. 24018 (2002). As a religious broadcaster, Gateway Creative Broadcasting makes reasonable, good faith efforts to recruit applications, without regard to race, color, national origin or gender, among those who are qualified for employment based on their religious belief or affiliation.

During the designated period KLJY(FM) engaged in the following outreach recruitment activities:

Internship Program: Internship opportunities are available to local students of area secular and Christian universities.

Scholarships: KLJY has created the "Impact Award" for local high school seniors. This award is a \$5000 scholarship.