

KLJY / KHZR / KPVR
 EEO PUBLIC FILE REPORT
 10/1/19 - 9/30/20

<u>Stations</u>	<u>FT Emp</u>	<u>Website</u>
KLJY / KHZR / KPVR	22	www.joyfmonline.org
		www.boost1019.com

<p><u>Person Responsible for EEO Rules</u></p> <p>Name: Brett Dempsey Title: General Manager</p>
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<u>FT Vac Filled</u>	<u>Hire Date</u>	<u>RS Used</u>	<u>RS for Hiree</u>
Admin Asst. / Volunteer Cordinator	11/4/2019	1,2,3,8,9	2
Bookkeeper	11/4/2019	1,2,8,	2
Digital Content Director	10/3/2019	1,2,9,10	10
General Manager	3/23/2020	9	9

II. MASTER RECRUITMENT SOURCE LIST- Administrative Asst. / Volunteer Coordinator

RS Number	RS Information	Total Number of Interviewees Referred by RS	Total Number of Applicants Referred by RS
1	JOY FM Website (www.joyfmonline.org) Sandi Brown 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	5	354
2	JOY FM Radio Broadcast 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	6	202
3	Social Media (www.facebook.com/991joyfm) 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	2	3
4	All Access Music Group Jackie Chapman 28955 Pacific Coast Highway, Suite #210 Malibu, CA 90265 (310) 457-6616	0	0
5	Christian Radio Weekly Rebecca Bendt 5350 N. Academy Blvd., Suite #200 Colorado Springs, CO 80918 (719) 536-9000	0	0
6	HisAir.net Ted Kelly P.O. Box 307, Duplesis, LA 70728 (255) 744-3524	0	0
7	ProgramDirector.net Bob Thornton (918) 492-2660	0	0
8	Indeed 6433 Champion Grandview Way Building 1, Austin, TX 78750	4	147
9	Employee Referral	2	2
10	STLtoday.com 900 North Tucker Blvd. St. Louis, MO 63101 (314) 340-8000	0	0

* Indicates sources that have requested notification of job openings.

II. MASTER RECRUITMENT SOURCE LIST- Bookkeeper

RS Number	RS Information	Total Number of Interviewees Referred by RS	Total Number of Applicants Referred by RS
1	JOY FM Website (www.joyfmonline.org) Sandi Brown 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	3	42
2	JOY FM Radio Broadcast 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	11	60
3	Social Media (www.facebook.com/991joyfm) 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569		
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 (255) 744-3524		
7	ProgramDirector.net Bob Thornton (918) 492-2660		
8	Indeed www.indeed.com	3	42
9	Employee Referral		
10	STLtoday.com 900 North Tucker Blvd. St. Louis, MO 63101 (314) 340-8000		

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II. MASTER RECRUITMENT SOURCE LIST- Digital Content Director

RS Number	RS Information	Total Number of Interviewees Referred by RS	Total Number of Applicants Referred by RS
1	JOY FM Website (www.joyfmonline.org) Sandi Brown 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	3	19
2	JOY FM Radio Broadcast 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	5	26
3	Social Media (www.facebook.com/991joyfm) 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	0	0
4	All Access Music Group Jackie Chapman 28955 Pacific Coast Highway, Suite #210 Malibu, CA 90265 (310) 457-6616	0	0
5	Christian Radio Weekly Rebecca Bendt 5350 N. Academy Blvd., Suite #200 Colorado Springs, CO 80918 (719) 536-9000	0	0
6	HisAir.net Ted Kelly P.O. Box 307, Duplesis, LA 70728 (255) 744-3524	0	0
7	ProgramDirector.net Bob Thornton (918) 492-2660	0	0
8	Programdirector.net Bob Thornton (918) 4942-2660	0	0
9	Employee Referral	2	2
10	Indeed 6433 Champion Grandview Way Building 1 Austin, TX 78750	7	43

* Indicates sources that have requested notification of job openings.

II. MASTER RECRUITMENT SOURCE LIST- General Manager

RS Number	RS Information	Total Number of Interviewees Referred by RS	Total Number of Applicants Referred by RS
1	JOY FM Website (www.joyfonline.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	Social Media (www.facebook.com/991joyfm) 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569		
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 (255) 744-3524		
7	ProgramDirector.net Bob Thornton (918) 492-2660		
8	Indeed www.indeed.com		
9	Board of Directors Referral	1	1
10	STLtoday.com 900 North Tucker Blvd. St. Louis, MO 63101 (314) 340-8000		

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Exhibit 3

KLJY/KPVR/KHZR (FM)

EEO Narrative

Covering the period from October 1, 2019- September 30, 2020

Gateway Creative Broadcasting, the licensee of KLJY/KPVR/KHZR (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/KPVR/KHZR (FM) engaged in the following outreach recruitment activities:

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

Support and Sponsorship: We are supporters and sponsors of CMBU (Christian Music Broadcaster University) which offers education and resources to college students studying broadcasting.