

Minn-Iowa Christian Broadcasting, Inc./Kinship Radio

KJLY-FM

**KJCY-FM*, KJIA-FM*, KJGT-FM*, KJTS-FM*,
KJTT-FM*, KJWR-FM*, KJYL-FM***

EEO PUBLIC FILE REPORT

December 1, 2022 – November 30, 2023¹

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
1. Development Director	1-3, 6-9, 11	2
2. Kinship Radio Network On-air Host	1-4, 6-9,11	Employee reference

*These stations do not maintain staff on-site and operates with a main studio waiver

¹ This Report provides recruitment data collected from December 1, 2022 through November 30, 2023.

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Kinship Radio Public Website and Facebook page KinshipRadio.org	No	1. (1)
2	National Religious Broadcasters 404 BNA Drive Nashville, TN 37217	No	1. (1) 2. (2)
3	HisAir.net – Ted Semper	No	1. (1)
4	Minnesota Broadcasters’ Association 408 Saint Peter Street, Suite 423 St. Paul, MN 55102 612-926-8123 tim.hyde@minnesotabroadcasters.com	No	0
5	Iowa Broadcasters’ Association 102 N. 2nd Avenue E PMB 1009 Newton, IA 50208 515-224-7237	No	0
6	Moody Bible Institute 820 North LaSalle Ave. Chicago, IL 60610 Patrick.Friedline@Moody.Edu (Practical Christian Ministries office) Bob.Gustufson@Moody.Edu (Communications Department) Brian.Kammerzelt@Moody.Edu (Communications Department) Danielle.Salsgiver@Moody.edu (Moody Radio/XN student radio advisor)	No	0
7	Professor Jim Leightenheimer Department of Communications Cedarville University 251 Main St. Cedarville, OH 45314	No	0
8	Director of Career Development Bethany Lutheran College 700 Luther Dr. Mankato, MN 56001	No	0
9	Indeed Website Indeed.com	No	1. (4)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Contract Engineering Services Mr. Paul Lierman 201 Marina Drive #1205 Tuscaloosa, AL 35406	No	0
11	Station on-air specific announcements	No	1. (1) 2. (1)
TOTAL INTERVIEWEES OVER REPORTING PERIOD			10

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	Listeners who attended Kinship Radio's Open House on December 9, 2022 received tours of the offices and studios explaining various staff job responsibilities and viewing the equipment that runs the network.
2	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in leadership/broadcasting	The Executive Director was the main speaker for Envision professional development for women hosted by Moody Bible Institute on February 9, 2023
3	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	During this opportunity on March 8, 2023, a Cedarville University Undergrad student in audio production job shadowed several members of the staff to understand the various roles of radio personnel.
4	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	Listeners who volunteered and dropped off their Spring Up! 2023 financials gifts from April 19-20, 2022 received tours of the offices and studios explaining various staff job tasks and seeing the equipment that runs the network.
5	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	Kinship Radio hosted its annual Women's conference in Mankato on May 6, 2023. Over 700 were present. A posting for open positions was highlighted on the networks' promotional table.
6	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	A group of Mankato Christian Academy students toured on September 11, 2023, receiving explanations from the staff about various job responsibilities and viewing the

		equipment that runs the network.
7	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	Listeners who dropped off their Share financials gifts from November 7-9, 2023 received tours of the offices and studios explaining various staff job responsibilities and viewing the equipment that runs the network.

Minn-Iowa Christian Broadcasting, Inc General Statement regarding Equal Employment Opportunity at MICB, Inc.

MICB, Inc. is a 501© 3 organization whose mission is Christian gospel proclamation and evangelization. MICB, Inc is a “Religious Broadcaster” and, as such, is exempt from some of the EEO outreach recruitment requirements as all of our positions contain a “religious qualification”. Of course, MICB, Inc will continue to make reasonable, good faith efforts to recruit applicants without regard to race, color, national origin or gender among all of those who are qualified based on their religious belief or affiliation. We will continue to communicate our full-time position openings to those sources that will provide a wide variety of applicants who possess the religious qualification needed for the position