

COVENANT NETWORK
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT
July 31, 2022

This is the report required by Section 73.2080(c)(6) of the Rules of the Federal Communications Commission for broadcast station employment units with five or more full-time employees. Covenant Network's employment unit in the St. Louis radio metro market consists of WRYT(AM), 1080 kHz, Edwardsville, Illinois, FCC Facility ID #27556, and KHOJ(AM), 1460 kHz, St. Charles, Missouri, FCC Facility ID #7114.

Covenant Network is an Equal Opportunity Employer. Covenant Network is a nonprofit organization which engages in Roman Catholic educational programming and evangelization. When staff vacancies occur, Covenant Network recruits without regard to race, color, national origin or sex from among those who share its religious affiliation and belief.

EMPLOYMENT PERIOD COVERED: August 1, 2021 through July 31, 2022

I. FULL-TIME POSITIONS FILLED

Covenant Network did not fill any full-time employment positions during the relevant employment period. As of July 31, 2022, the employment unit had five full-time employees.

II. RECRUITMENT SOURCES USED FOR FILLING EACH OF THE FOREGOING POSITIONS:

Not applicable; however, when a full-time job vacancy occurs in the future, our plan will be to circulate the help wanted notice among the recruitment sources listed at the end of this report.

III. RECRUITMENT SOURCE WHICH REFERRED EACH OF THE HIRES FOR THE VACANCIES LISTED ABOVE:

Not applicable

IV. DATA REFLECTING THE TOTAL NUMBER OF PERSONS INTERVIEWED FOR FULL-TIME VACANCIES DURING THE PERIOD COVERED BY THIS REPORT AND THE TOTAL NUMBER OF INTERVIEWEES REFERRED BY EACH RECRUITMENT SOURCE UTILIZED IN CONNECTION WITH SUCH VACANCIES:

Not applicable

V. DESCRIPTION OF INITIATIVES LISTED IN 47 CFR §73.2080(c)(2) TAKEN BY OUR EMPLOYMENT UNIT DURING THE RELEVANT PERIOD (8/1/2020 THROUGH 7/31/2021)

The following are the outreach efforts undertaken by Covenant Network during the relevant period:

1. STUDENT INTERNSHIP/MENTORING PROGRAM

We provided a recent high school graduate who is planning to attend college in the Fall of 2022 with an internship. The Intern interacted in person with a Covenant Network On Air Host in sessions at our studios. The first session was an overview of the responsibilities of the On Air Host and the basics of how to prepare and perform the required tasks. The second session assisted the student with planning for the goal of producing their own podcast series. The third session was the creation and editing of the student's initial podcast.

2. SCHOLARSHIP PROGRAM

Covenant Network continued their Scholarship Program with Cardinal Ritter College Preparatory High School. Candidates were invited to submit a 250-word essay on their interest in communications and/or radio broadcasting as a career. A scholarship of \$1,000 was offered for the 2022 -2023 academic year for a student enrolled, or with declared intent, at Cardinal Ritter College Prep in 2021-2022. The 2022 award recipient was contacted and the award was mailed to the college that the recipient will attend this Fall.

3. EMPLOYEE MENTORING PROGRAM

We have daily mentoring sessions with our On Air Host to review the show that was just completed and to help the employee continue to get better every day. We go over the delivery of the program, the content, selection of guests and any mistakes that may have been made and training/advice on how to eliminate mistakes in the future. Our Director of Engineering, on a regular basis, assists employees in developing their knowledge and proficiency with studio and engineering skills. Management stands ready to expand this program to any other current employees who may need additional training/advice, as well as to any new hires for new positions that may be created in the future.

4. JOB FAIR

We were unable to schedule a job fair during the period covered by this report. We intend to either conduct or attend job fairs, conditions permitting.

VI. BROADCAST OF EEO NOTICE

We broadcast the following notice:

COVENANT NETWORK, AN EQUAL OPPORTUNITY EMPLOYER, IS DEDICATED TO PROVIDING BROAD OUTREACH REGARDING JOB VACANCIES. WE SEEK THE HELP OF LOCAL ORGANIZATIONS IN REFERRING QUALIFIED APPLICANTS TO OUR STATIONS. ORGANIZATIONS THAT WISH TO RECEIVE OUR VACANCY INFORMATION SHOULD CONTACT US BY CALLING OUR CORPORATE OFFICE AT AREA CODE 314-752-7000.

RECRUITMENT SOURCES – ST. LOUIS MARKET

pruitt@stlouisnaacp.org St. Louis City Branch of NAACP

staff@hccstl.com St. Louis Hispanic Chamber of Commerce

tharper@mbaweb.org Missouri Broadcasters Association

iba@ilba.org Illinois Broadcasters Association

dwdsupport@ded.mo.gov Missouri Division of Workforce Development (MO JOBS)

DES.IJLSysAdmTech@illinois.gov Illinois Department of Employment Security

career_services@slu.edu St. Louis University Career Services

deandrebranch@umsl.edu University of Missouri – St. Louis Career Services

employgriffins@fontbonne.edu Fontbonne University Career Services

careerservices@lincolnu.edu Lincoln University of Missouri Career Services

Tvandradiojobs.com

Indeed.com

Jobmonkey.com

Ihirebroadcasting.com

Covenant Network On-Air Spot Announcements

Covenant Network Website

Archdiocese of St. Louis Web/Review

Diocese of Springfield Web/Catholic Times

Diocese of Belleville Web/Messenger

Referrals from Employees and Friends