

COVENANT NETWORK
EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT
July 31, 2023

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, 2022 through July 31, 2023

I. FULL-TIME POSITIONS FILLED

Covenant Network did not fill any full-time employment positions during the relevant employment period.

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

Not applicable

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 (8/1/2022 THROUGH 7/31/2023)

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

1. INTERNSHIP/MENTORING PROGRAMS

Covenant Network's director of engineering oversaw a internship/mentoring program with another high school student in the St. Louis, Missouri area. It was an engineering and IT internship where we spent 32 hours on various technical tasks.

- Building and installing environmental sensors for the studio area
- Downloading and installing various software packages for use in audio and video production.
- Installing drivers on computers for various devices.
- Learning audio editing skills using Adobe audition.
- Learning video editing skills in DaVinci
- Performing technical editing of a video project.

Covenant Network's On-Air Host & Director of Engineering conducted a mentorship program for four additional high school students during the summer of 2023. The goal of the mentorship program was to provide participants with training and practical application for broadcasting. This was achieved by directing participants to produce a video program meeting the broadcast standards of Covenant Network. This project required participants to use and/or develop skills necessary to prepare interviews, record interviews in both audio and video format, edit recordings, created visual content (graphics) for use in video production, and utilize production music enhance content.

Covenant Network's operations manager conducted an Internship/mentoring program for a student who will be attending high school in the St. Louis, Missouri area. The internship program took place in the summer of 2023, and involved the following experiences:

- Programming logs;
- Editing audio files;
- Updating podcast MP3 data;
- Publishing podcast;
- Trouble shooting transmitter programming issues;
- Site maintenance and cleanup;
- Radiothon setup

Covenant Network's director of engineering conducted an Internship/Mentoring program for another high school student from the St. Louis area during the summer of 2023. This included the following:

- Creating podcast systems and uploaded shows
- Preparing the mp3 data for audio files
- Replacing hard drives in 5 laptops
- Loading software as needed on various machines in the studios
- Helping at tower sites with equipment installations and maintenance.

2. SCHOLARSHIP PROGRAM

Covenant Network continued its Scholarship Program with Cardinal Ritter College Preparatory High School in St. Louis, Missouri. Candidates were invited to submit a 250 word essay on their interest in communications and/or radio broadcasting as a career. Covenant Network provided a \$1,000.00 scholarship to a student who will be a student at the school in the fall of 2023.

3. EMPLOYEE MENTORING PROGRAM

Our Director of Engineering works with our operations personnel to improve skills in a variety of technical and broadcast operations matters. Additionally, we have daily mentoring sessions with our On Air Host to review various aspects of station programming. Management stands ready to expand our mentoring 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.

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