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KLJY / KHZR / KPVR  
EEO PUBLIC FILE REPORT  
10/1/18 - 9/30/19

<u>Stations</u>	<u>FT Emp</u>	<u>Website</u>
KLJY / KHZR / KPVR	20	<a href="http://www.joyfmonline.org">www.joyfmonline.org</a>
		<a href="http://www.boost1019.com">www.boost1019.com</a>

<p style="text-align: center;"><u>Person Responsible for EEO Rules</u></p> <p style="text-align: center;">Name: Sandra Brown 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>
Director of Strategic Marketing	10/23/2018	1,2,8,9,10	9

II. MASTER RECRUITMENT SOURCE LIST- Director of Strategic Marketing

RS Number	RS Information	Total Number of Interviewees Referred by RS	Total Number of Applicants Referred by RS
1	<b>JOY FM Website (www.joyfmonline.org)</b> Sandi Brown 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	3	20
2	<b>JOY FM Radio Broadcast</b> 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	3	28
3	<b>Social Media (www.facebook.com/991joyfm)</b> 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569		
4	<b>All Access Music Group</b> Jackie Chapman 28955 Pacific Coast Highway, Suite #210 Malibu, CA 90265 (310) 457-6616		
5	<b>Christian Radio Weekly</b> Rebecca Bendt 5350 N. Academy Blvd., Suite #200 Colorado Springs, CO 80918 (719) 536-9000		
6	<b>HisAir.net</b> Ted Kelly P.O. Box 307, Duplesis, LA 70728 (255) 744-3524		
7	<b>ProgramDirector.net</b> Bob Thornton (918) 492-2660		
8	<b>St. Louis Post Dispatch</b> 900 North Tucker Blvd. St. Louis, MO 63101 (314) 340-8000	2	8
9	<b>Employee Referral</b>	3	3
10	<b>STLtoday.com</b> 900 North Tucker Blvd. St. Louis, MO 63101 (314) 340-8000	2	8

\* Indicates sources that have requested notification of job openings.

Exhibit 3

**KLJY/KPVR/KHZR (FM)**

**EEO Narrative**

**Covering the period from October 1, 2018- September 30, 2019**

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.

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