

NARRATIVE STATEMENT

GATEWAY CREATIVE BROADCASTING, INC. STATION EMPLOYMENT UNIT:

KLJY(FM) (Facility ID No. 65924), Clayton, MO
KXBS (FM) (Facility ID No. 4948), Bethalto, IL
KQBS (FM) (Facility ID No. 32187), Potosi, MO
KNBS (FM) Facility ID No. 52572), Bowling Green, MO

Gateway Creative Broadcasting (Gateway), the licensee of KLJY, KXBS, KQBS and KNBS, 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). All positions at Gateway are subject to a religious qualification, including all positions at the Station Employment Unit consisting of stations KLJY, KXBS, KQBS and KNBS,

As a religious broadcaster, Gateway makes reasonable, good faith efforts to recruit applicants, without regard to race, color, national origin or gender, among those who are qualified for employment based on their religious belief or affiliation. See the annual EEO Public File Reports submitted with this Form for a description of the Recruitment Sources used at this Station Employment Unit.

Because all positions at KLJY, KXBS, KQBS and KNBS, subject to a religious qualification, Gateway is not required to complete the Section 73.2080(c)(2) Outreach Initiatives for this Station Employment Unit. Nevertheless, Gateway regularly engages in outreach activities in the communities surrounding KLJY, KXBS, KQBS and KNBS. As noted in the annual EEO Public File Reports submitted with this Form, these outreach activities have included the following:

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

Support and Sponsorship: Supported an industry outreach program, CMB University. This two-day event is for students pursuing a career in broadcasting. Peers and industry professions come together for education, mentorship, networking and collaboration, and Q&As.

II. MASTER RECRUITMENT SOURCE LIST-

Air Talent

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	2	4
2	JOY FM Radio Broadcast 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	2	2
3	BOOST RADIO 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	0	1
4	All Access Music Group Jackie Chapman 28955 Pacific Coast Highway, Suite #210 Malibu, CA 90265 (310) 457-6616	1	7
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, Duplessis, LA 70728 (255) 744-3524	1	2
7	ProgramDirector.net Bob Thornton (918) 492-2660	0	0
8	Web search	2	3
9	Employee Referral	4	4
10	Indeed 6433 Champion Grandview Way Building 1 Austin, TX 78750	16	79
11	Word of Mouth	2	3

* Indicates sources that have requested notification of job openings.

EEO PUBLIC FILE REPORT
10/1/20 - 9/30/21

<u>Stations</u>	<u>FT Emp</u>	<u>Website</u>
KLJY / KXBS / KQBS / KNBS	24	www.joyfmonline.org
		www.boostradio.com

<p><u>Person Responsible for EEO Rules</u></p> <p>Name: Brett Dempsey Title: General Manager</p>

<u>FT Vac Filled</u>	<u>Hire Date</u>	<u>RS Used</u>	<u>RS for Hiree</u>
Air Talent	6/21/2021	1,2;4,8,9,10,11	9
Production Director	8/9/2021	1,2,3,4,5,6,7,8,9, 10,11,12	7
Promotions and Social Media Director	9/1/2021	1,2,3,4,5,6	6

II. MASTER RECRUITMENT SOURCE LIST-

Production 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) 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	1	1
2	JOY FM Radio Broadcast 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	3	6
3	Social Media (www.facebook.com/991joyfm) 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	1	1
4	BOOST RADIO Website (www.boostradio.com) 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	1	1
5	All Access Music Group Jackie Chapman 28955 Pacific Coast Highway, Suite #210 Malibu, CA 90265 (310) 457-6616	4	14
6	Linked In	1	1
7	HisAir.net Ted Kelly P.O. Box 307, Duplesis, LA 70728 (255) 744-3524	3	6
8	Christian Music Broadcasters website	1	0
9	Web search	0	3
10	Employee Referral	1	1
11	Indeed 6433 Champion Grandview Way Building 1 Austin, TX 78750	1	28
12	Word of Mouth	1	6

* Indicates sources that have requested notification of job openings.

II. MASTER RECRUITMENT SOURCE LIST- Promotions and Social Media 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	2	27
2	JOY FM Radio Broadcast 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	2	15
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	1
5	Employee Referral	3	3
6	Indeed 6433 Champion Grandview Way Building I Austin, TX 78750	5	21

* Indicates sources that have requested notification of job openings.