

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**

Gateway Creative Broadcasting (Gateway), the licensee of KLJY, KXBS, and KQBS, 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 religious qualification, including all positions at the Station Employment Unit, which consists of stations KLJY, KXBS, and KQBS.

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, and KQBS are subject to a religious qualification, Gateway is not required to complete 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, and KQBS. As noted in the annual EEO Public File Reports submitted with this Form, these outreach activities have included the following:

Support and Sponsorship: Support and sponsor Christian Music Broadcaster University, which offers education and resources to college students studying broadcasting.

KLJY / KXBS / KQBS
 EEO PUBLIC FILE REPORT
 10/1/23 - 9/30/24

<u>Stations</u>	<u>FT Emp</u>	<u>Website</u>
KLJY	23	www.joyfmonline.org
KXBS	4	www.boostradio.com
KQBS	0	www.boostradio.com

<p><u>Person Responsible for EEO Rules</u></p> <p style="text-align: center;">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>
KLJY MORNING SHOW PRODUCER	1/3/2024	1,3,4	1
DONOR CARE	1/16/2024	1,2,3	3
KXBS MID-DAY ON AIR TALENT	4/1/2024	1,3,4,5,6,7	7

II. MASTER RECRUITMENT SOURCE LIST- KXBS MID-DAY ON-AIR TALENT

RS Number	RS Information	Total Number of Interviewees Referred by RS	Total Number of Applicants Referred by RS
1	KXBS Website (boostradio.com) Mike Couchman 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	2	5
2	KXBS Radio Broadcast 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569		
3	Social Media (Facebook/Instagram/LinkedIn) 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	1	1
4	Radio Insight https://radioinsight.com/	1	6
5	HisAir.net * Ted Kelly P.O. Box 307, Duplessis, LA 70728 (255) 744-3524	1	3
6	Christian Music Broadcasters PO BOX 241871 Little Rock, AR 72223 cmbonline.org	2	4
7	Employee Referral	1	1

* Indicates sources that have requested notification of job openings.

II. MASTER RECRUITMENT SOURCE LIST- DONOR CARE

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	1	13
2	Employee Referral	2	3
3	Donor email notification 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	2	7

* Indicates sources that have requested notification of job openings.

II. MASTER RECRUITMENT SOURCE LIST – JOY FM MORNING SHOW PRODUCER

RS Number	RS Information	Total Number of Interviewees Referred by RS	Total Number of Applicants Referred by RS
1	JOY FM Website (www.joyfonline.org) 13358 Manchester Rd. Suite #100, St. Louis, MO 63131 (314) 909-8569	1	3
2	HISAIR.net	0	0
3	Employee Referral	1	1
4	Indeed 6433 Champion Grandview Way Building 1 Austin, TX 78750	2	95
5	RADIOINSIGHTS.com	0	0
6	CMBonline.org	0	0