Minn-Iowa Christian Broadcasting, Inc./Kinship Radio

KJLY-FM
KJCY-FM*, KJGA-FM*, KJGT-FM*, KJIA-FM*, KJLW-FM*, KJTS-FM*, KJTT-FM*, KJWC-FM*, KJWR-FM*, KJYL-FM*, KJCA-FM*, KJRX-FM*, KJOM-FM*, KJLM-FM*

EEO PUBLIC FILE REPORT

October 1, 2025 – September 30, 2026[1]

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") **for recruitment source data**

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
1. Announcer	12	12
2. Administrative Position/Volunteer Coordinator	1, 4, 8, 9, 11, 12	9
3. Program Director	3, 12, 13	12

*These stations do not maintain staff on-site and operate with a main studio waiver.

[1] This Report provides recruitment data collected from **October 1, 2025 – September 30, 2026**

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Kinship Radio Public Website and Facebook page KinshipRadio.org	No	2. (1)
2	National Religious Broadcasters 404 BNA Drive Nashville, TN 37217	No	0
3	HisAir.net – Ted Semper	No	1. (0) 2. (0) 3. (1)
4	Minnesota Broadcasters' Association 408 Saint Peter Street, Suite 423 St. Paul, MN 55102 612-926-8123 tim.hyde@minnesotabroadcasters.com	No	0
5	Iowa Broadcasters' Association 102 N. 2nd Avenue E PMB 1009 Newton, IA 50208 515-224-7237	No	0
6	Moody Bible Institute 820 North LaSalle Ave. Chicago, IL 60610 Patrick.Friedline@Moody.Edu (Practical Christian Ministries office) Bob.Gustufson@Moody.Edu (Communications Department) Brian.Kammerzelt@Moody.Edu (Communications Department)	No	0
7	Professor Jim Leightenheimer Department of Communications Cedarville University 251 Main St. Cedarville, OH 45314	No	0
8	Director of Career Development Bethany Lutheran College 700 Luther Dr. Mankato, MN 56001	No	0
9	Indeed Website Indeed.com	No	1. 2. (24) 3.

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Contract Engineering Services Mr. Paul Lierman 201 Marina Drive #1205 Tuscaloosa, AL 35406	No	0
11	Station on-air specific announcements	No	
12	Employee Recommendations	No	1. (1) 2. (0) 3. (1)
13	Christian Music Broadcasters PO Box 241871 Little Rock, AR 72223 Cmbonline.org	No	1. () 2. (0) 3. (0)
14	Linkedin.com		1. 2. 3.
15	Jobs2Careers.com		1. 2. 3.
	TOTAL INTERVIEWEES OVER REPORTING PERIOD		28

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	Kinship Radio hosted its annual Men's Spearhead Summit in Mankato on September 20, 2025. Over 250 were present. A PowerPoint presentation had all staff and Board members names and positions included.
2	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	The Kinship bookkeeper spoke at a Speakers Luncheon that was part of the Thrive conference in Rochester, MN on October 10-11, 2025. The history, network coverage, programming and the message of Kinship Radio was shared with everyone who attended the luncheon.
3	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	Listeners who dropped off their Share financial gifts from October 21-23, 2025 received tours of the offices and studios explaining various staff job responsibilities and viewing the equipment that runs the network.
4	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	The Executive Director and Director of Operations and Finance met with the Career Director at Bethany Lutheran College in Mankato on December 3, 2025. Kinship Radio's history, network, programming and staffing needs were discussed.
5	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	Listeners who attended Kinship Radio's Open House on December 12, 2025 received tours of the offices and studios explaining various staff job responsibilities and viewing the equipment that runs the network.

6	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	On January 21, 2026 Immanuel Lutheran of Mankato brought students to the Kinship studio to receive a tour of the offices and studios explaining various staff job tasks and seeing the equipment that runs the network.
7	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	Listeners who volunteered and dropped off their Spring Up! 2026 financials gifts from March 10-13, 2026 received tours of the offices and studios explaining various staff job tasks and seeing the equipment that runs the network.
8	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	Kinship Radio hosted its annual Women's Conference in Mankato on May 2, 2026. Over 700 were present. A PowerPoint presentation had all staff and Board members names and positions included.

Minn-Iowa Christian Broadcasting, Inc General Statement regarding Equal Employment Opportunity at MICB, Inc.

MICB, Inc. is a 501© 3 organization whose mission is Christian gospel proclamation and evangelization. MICB, Inc is a "Religious Broadcaster" and, as such, is exempt from some of the EEO outreach recruitment requirements as all of our positions contain a "religious qualification". Of course, MICB, Inc will continue to make reasonable, good faith efforts to recruit applicants without regard to race, color, national origin or gender among all of those who are qualified based on their religious belief or affiliation. We will continue to communicate our full-time position openings to those sources that will provide a wide variety of applicants who possess the religious qualification needed for the position.