

WKNZ

April 1, 2024 – March 31, 2025

EEO Narrative Statement – The Bridge of Hope Inc.

The Bridge of Hope, Inc. ("The Bridge") is a Religious Broadcaster and all positions at The Bridge are subject to a religious qualification, including those at WKNZ (FM), Harrington, DE (Facility ID No. 90270). As a religious broadcaster, The Bridge 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.

Because The Bridge is a Religious Broadcaster and all positions are subject to a religious qualification, listed below are the full-time vacancies filled during this reporting period, followed by a master list of recruitment sources used during the period to solicit applicants. The Bridge is not required to complete the Section 73.2080(c)(2) Outreach Initiatives, but lists its efforts below when applicable.

I. Full Time Vacancy List

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

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II. MASTER RECRUITMENT SOURCE LIST ("MRS�")

RS Number	RS Information	“RS” Request Vacancy Notification? (Yes/No)
1	The Bridge of Hope Inc. Website Jeff Twilley P.O. Box 680 Milford, DE 19963 855-887-8870 www.wearethebridge.org	No
2	HisAir Media Ted Semper 37327 Lakeshore Ave Prairieville, LA 70769 225-306-8383 www.hisair.net	Yes
3	Christian Music Broadcasters Michelle Younkman P.O. Box 241871 Little Rock, AR 72223 214-738-6135 www.cmbonline.org	No
4	Cape Gazette Melissa Perdue P.O. Box 213 Lewes, DE 19958 302-645-7700 www.capegazette.com	No
5	LinkedIn Customer support 1000 W. Maude Ave. Sunnyvale, CA 94085 855-655-5653 www.linkedin.com	No
6	Ziprecruiter, Inc. Customer support 604 Arizona Ave. Santa Monica, CA 90401 877-252-1062 www.ziprecruiter.com	No

7	Indeed Customer support 177 Broad St., 6 th Floor, Stamford, CT 06901 888-746-9333 www.indeed.com	No
8	All Access Music Group Joel Denver P.O. Box 6587 Malibu, CA 90264 www.allaccess.com	No
9	Facebook Customer support 1 Hacker Way Menlo Park, CA 94025 650-853-1300 www.facebook.com	No
10	Internal Job Posting Jeff Twilley P.O. Box 680 Milford, DE 19963 855-887-8870 www.wearethebridge.org	No
11	On Air Announcements WKNZ, WNKZ, WNJH, WNJB, W235DD Jeff Twilley P.O. Box 680 Milford, DE 19963 855-887-8870 www.wearethebridge.org	No
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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative	Brief Description Of Activity	Number of Station Participants	Participant Title
1	3 rd / 4 th Quarter 2024	Internship Program	The Bridge has established and designed an internship program to assist students interested in a career in radio broadcasting to acquire skills needed for future employment.	12	All departments
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