

### **EEO Narrative Statement**

The Idaho Conference of Seventh-Day Adventists, Inc. (ICSDA) d/b/a Barefoot Media Ministries is an Equal Employment Opportunity employer that does not discriminate in its hiring and employment practices pertaining to its broadcast activities on the basis of actual or perceived race, color, national origin or sex.

ICSDA claims the status of a religious broadcaster pursuant to Sections 73.2080(a) and 73.2080(c)(1) of the FCC's rules. As such, ICSDAS has adopted religious affiliation as a member of the Seventh-day Adventist church as a job qualification for all positions. Holding Christian beliefs and practicing a lifestyle consistent with those beliefs are deemed to be necessary job qualifications for all positions.

Our outreach to prospective candidates for employment has been and will continue to be broad and inclusive within the targeted yet diverse groups who are believed to possess the required job qualifications. Notices of our job vacancies will be circulated at numerous major denominational institutions and on denominational media.