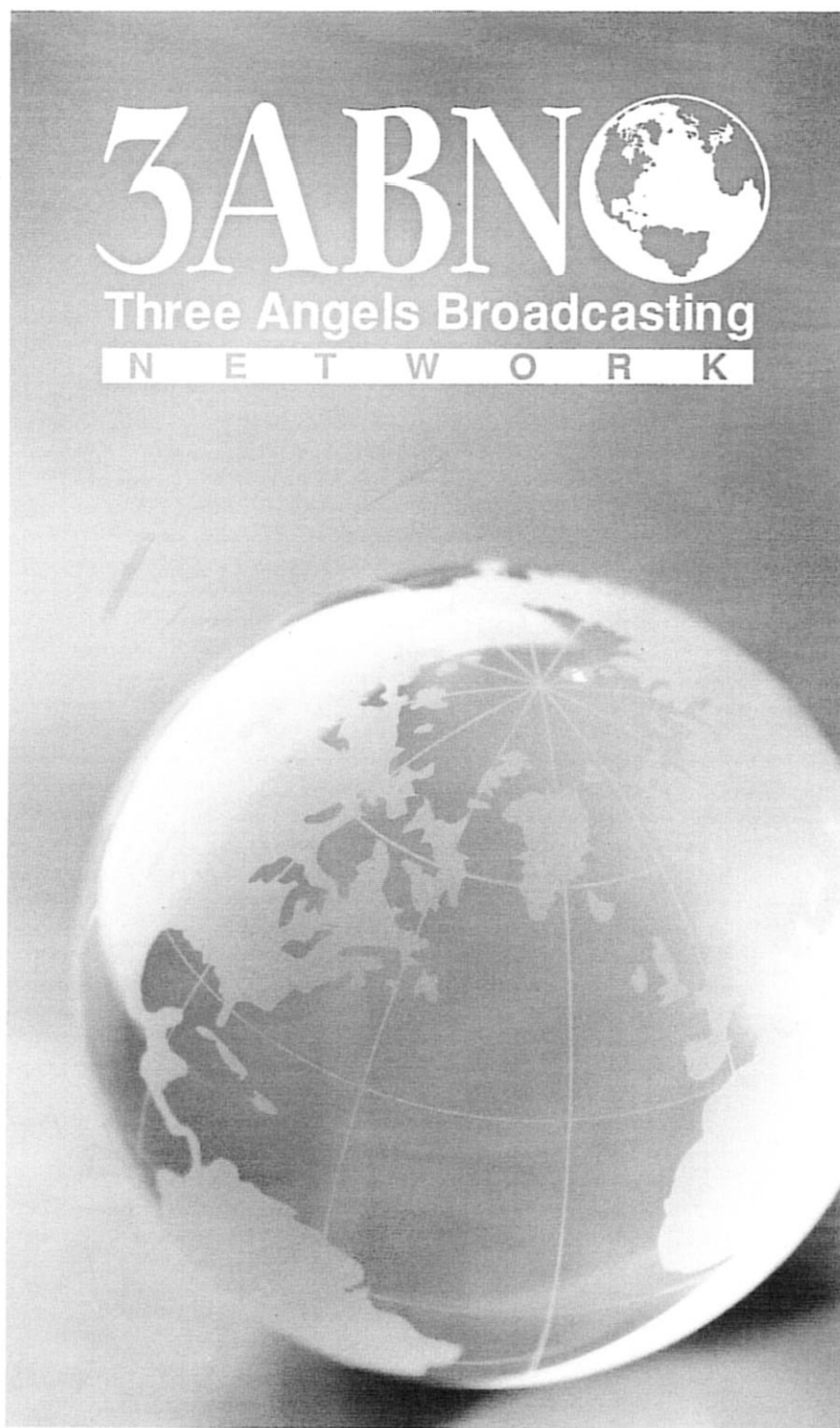


Ex. Y

Employee Handbook _____



| **March 2005** |

► **Immigration Law Compliance. 107**

Three Angels Broadcasting Network is committed to employing only United States citizens and aliens who are authorized to work in the United States and does not unlawfully discriminate on the basis of citizenship or national origin.

In compliance with the Immigration Reform and Control Act of 1986, each new employee, as a condition of employment, must complete the Employment Eligibility Verification Form I-9 and present documentation establishing identity and employment eligibility. Former employees who are rehired must also complete the form if they have not completed an I-9 with Three Angels Broadcasting Network within the past three years, or if their previous I-9 is no longer retained or valid.

Employees may raise questions or complaints about immigration law compliance without fear of reprisal.

► **Conflicts of Interest. 108**

Employees have an obligation to conduct business within guidelines that prohibit actual or potential conflicts of interest. This policy establishes only the framework within which Three Angels Broadcasting Network wishes the business to operate. The purpose of these guidelines is to provide general direction so that employees can seek further clarification on issues related to the subject of acceptable standards of operation.

An actual or potential conflict of interest occurs when an employee is in a position to influence a decision that may result in a personal gain for that employee or for a relative as a result of Three Angels Broadcasting Network's business dealings. For the purposes of this policy, a relative is any person who is related by blood or marriage, or whose relationship with the employee is similar to that of persons who are related by blood or marriage.

No "presumption of guilt" is created by the mere existence of a relationship with outside firms. However, if employees have any influence on transactions involving purchases, contracts, or leases, it is imperative that they disclose to an officer of Three Angels Broadcasting Network as soon as possible the existence of any actual or potential conflict of interest so that safeguards can be established to protect all parties.

Personal gain may result not only in cases where an employee or relative has a significant ownership in a firm with which Three Angels Broadcasting Network does business, but also when an employee or relative receives any kickback, bribe, substantial gift or special consideration as

a result of any transaction or business dealings involving Three Angels Broadcasting Network.

► **Outside Employment 110**

Employees may hold outside jobs as long as they meet the performance standards of their job with Three Angels Broadcasting Network. All employees will be judged by the same performance standards and will be subject to Three Angels Broadcasting Network's scheduling demands, regardless of any existing outside work requirements.

If Three Angels Broadcasting Network determines that an employee's outside work interferes with performance or the ability to meet the requirements of Three Angels Broadcasting Network as they are modified from time to time, the employee may be asked to terminate the outside employment if he or she wishes to remain with Three Angels Broadcasting Network.

Outside employment that constitutes a conflict of interest is prohibited. Employees may not receive any income or material gain from individuals outside Three Angels Broadcasting Network for materials produced or services rendered while performing their jobs.