

**KXWA(FM) and KCWA(FM)**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2018 – November 30, 2019<sup>1</sup>**

WAY Media, Inc., the licensee of Stations KXWA(FM) and KCWA(FM), 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). As a religious broadcaster, WAY Media, Inc. has established a religious qualification for all employee positions at KXWA, KCWA. In accordance with the FCC's rules, WAY Media, Inc. 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. 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.

**I. VACANCY LIST**

See the Master Recruitment Source List (MRSL) in the next section for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Community Impact Director	18, 20-24, 33	24

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<sup>1</sup> This Report was revised in November 2020 to address some minor reporting issues.



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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
<i>(For each recruitment source used to solicit applicants for any job during the reporting period, insert (1) recruitment source name, (2) name or title of contact person, (3) full mailing address, if available, and (4) telephone number)</i>		
<b>1</b>	N.A.A.C.P., Attn: President, 3030 Downing Street, Ste. 300, Denver, CO 80205-4416, Phone: 303-333-9013	0
<b>2</b>	University of Colorado at Boulder, Attn: Employer Data Specialist, Dept: Career Services, 133 UCB, Boulder, CO 80309-0133, Phone: 303-492-6541	0
<b>3</b>	Colorado State University, Attn: Career Services, Lory Student Center Room #26, Fort Collins, CO 80523-8008, Phone: 970-491-2668	0
<b>4</b>	University of Northern Colorado, Attn: UNC Career Services, Campus Box 58, Greeley, CO 80639, Phone: 970-351-2127	0
<b>5</b>	Denver Seminary, Attn: Student Life Center, 6399 South Santa Fe Drive, Littleton, CO 80120, Phone: 303-762-6937	0
<b>6</b>	University of Denver, Attn: Career Center, 2050 E. Evans, Ste. 30, Denver, CO 80210-4702, Phone: 303-871-2150	0
<b>7</b>	Colorado Christian University, Attn: Career Center Director, 180 S Garrison, Lakewood, CO 80226-1053, Phone: 303-369-3014	0
<b>8</b>	Front Range Community College, Att: Career Center for Boulder County, Fax: 303-678-3743	0
<b>9</b>	Arapahoe Community College, Attn: Career Center Coordinator, 5900 S. Santa Fe, Littleton, CO 80160-1801, Phone: 303-797-5805	0
<b>10</b>	Red Rocks Community College, Attn: Student Employment, 13300 West 6 <sup>th</sup> Ave, Lakewood, CO 80228-1213, Phone: 303-914-6600 x6258	0
<b>11</b>	Timberline Church, Attn: Receptionist, 2908 S. Timberline Road, Fort Collins, CO 80525-2402, Phone: 970-482-4387	0
<b>12</b>	LifeBridge Christian Church, Attn: Human Resources Director, 10345 Ute Hwy, Longmont, CO 80504-9737, Phone: 303-776-2927	0
<b>13</b>	Resurrection Fellowship, Attn: Receptionist/Front Desk, 6502 E Crossroads Blvd, Loveland, CO 80538-8985, Phone: 970-667-5479	0



<b>RS Number</b>	<b>RS Information</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
<b>14</b>	Denver Post, Attn: Classifieds, 101 W. Colfax Ave., Denver CO 80202-5315, Phone: 303-820-1010	0
<b>15</b>	Longmont Daily Times Call, Attn: Classifieds, 350 Terry St., Longmont, CO 80501-5440, Phone: 303-776-2244	0
<b>16</b>	Loveland Daily Reporter-Herald, Attn: Classifieds, 201 E Fifth Street, Loveland, CO 80537-5605, Phone: 970-635-3650	0
<b>17</b>	Colorado Springs Gazette, Attn: Classifieds, 30 S Prospect St, Colorado Springs, CO 80903-3638, Phone: 719-632-5511	0
<b>18</b>	Colorado Media School, Attn: Placement Coordinator, 404 S. Upham Street, Lakewood, CO 80226-7431, Phone: 303-937-7070	0
<b>19</b>	Women In Christian Media, Attn: Alyson Hayes, PO Box 571566, Dallas, TX 75357-1566, Phone: 412-824-3930	0
<b>20</b>	WAY Media, Inc. - Attn: Human Resources, PO Box 64500, Colorado Springs, CO 80926. Phone: 719-533-0300	1
<b>21</b>	All Access Music Group / <a href="http://www.allaccess.com">www.allaccess.com</a>	0
<b>22</b>	HisAir.net / <a href="http://www.hisair.net">www.hisair.net</a>	2
<b>23</b>	Walk-In/Self-Referral – includes inquires via mail, phone, walk-in, etc.	0
<b>24</b>	On-Air Announcements	3
<b>25</b>	Black Chamber of Commerce, Attn: Dr. Eric Lee, 410 17th St., Ste 1110, Denver, CO 80202-4402, Phone: 303-831-0720	0
<b>26</b>	Mi Casa Resource Center for Women, Attn: Job Board, 360 Acoma St, Denver, CO 80223-1167, Phone: 303-573-1302	0
<b>27</b>	University of Colorado – Colorado Springs, Attn: Student Success Career Center, University of Colorado, 1420 Austin Bluffs Pkwy., Main Hall – Room 201, Colorado Springs, CO 80918-3733, Phone: 719-255-3340	0
<b>28</b>	Pikes Peak Workforce Center, 2306 E Pikes Peak Ave, Colorado Springs, CO 80909-6003, Phone: 719-667-3700	0
<b>29</b>	N.A.A.C.P., Colorado Springs Office, PO Box 1915, Colorado Springs, CO 80901-1915, Phone: 719-475-7255	0
<b>30</b>	Women's Resource Agency, 750 Citadel Drive E, Ste. 3116, Colorado Springs, CO 80909-5348, Phone: 719-471-3170	0
<b>31</b>	Craigslist.com	0
<b>32</b>	Monster.com	0
<b>33</b>	Christian Music Broadcasters / <a href="http://www.cmbonline.org">www.cmbonline.org</a>	0
<b>34</b>	WAY Media website: <a href="http://www.wayfm.com">www.wayfm.com</a>	0
<b>35</b>	Word-of-Mouth Referral	0
	<b>Total Interviewees:</b>	<b>6</b>



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**III. RECRUITMENT INITIATIVES**

WAY Media, Inc., the licensee of KXWA(FM) and KCWA(FM), is a religious broadcaster as defined by the FCC and as such has established a religious qualification for all employee positions at its stations. Accordingly, Stations KXWA and KCWA (“the Stations”) are exempt from the “Prong 3,” long-term outreach and certain other FCC EEO requirements. Again, the Stations make reasonable, good faith efforts to recruit applicants without regard to race, color, national origin, or gender from among those who are qualified for employment based on their religious beliefs and/or affiliation.