

KXWA(FM) and KCWA(FM)
EEO PUBLIC FILE REPORT
December 1, 2019 – November 30, 2020

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 and 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.

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
NO FULL-TIME JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

KXWA(FM) and KCWA(FM)
EEO PUBLIC FILE REPORT
December 1, 2019 – November 30, 2020

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
AS STATED IN SECTION I, NO FULL-TIME JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

KXWA(FM) and KCWA(FM)
EEO PUBLIC FILE REPORT
December 1, 2019 – November 30, 2020

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.