

## 2020-2021 ANNUAL EEO PUBLIC FILE REPORT

For the reporting period of **10/1/20 - 9/20/21**

The purpose of this EEO Public File Report (“Annual EEO Report”) is to comply with Section 73.208(c) (6) of the FCC’s Equal Employment Rules. This Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following stations, which collectively form a single Station Employment Unit for purposes of EEO Rules:

Parent License Name: CRISTA Ministries, Inc.  
Station Call Letters: **KCMS, KCIS, and KWPZ**  
Licensee/Permittee

<u>Call Sign</u>	<u>Facility ID Number</u>	<u>Type of Station</u>	<u>Location (City, State)</u>	<u>LMA</u>
KCMS	14505	FM	Edmonds, WA	N/A
KCIS	14504	AM	Edmonds, WA	N/A
KWPZ	14506	FM	Lynden, WA	N/A

The information contained in this Annual EEO Report covers the time period from **October 1, 2020 through September 20, 2021** (the “Applicable Period”). Consistent with the FCC’s Rules, this Annual EEO Report contains the following information:

1. A list of all full-time vacancies filled by the Station(s) during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy, including any such sources that have asked to receive information from the station(s) about any new job openings, which are separately identified;
3. The recruitment source that referred the Hiree for each full-time vacancy filled during the Applicable Period;
4. Data reflecting the total number of persons interviewed for all full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the station(s) during the Applicable Period.\*

The following sections provide the required information and summarize the station(s) EEO efforts during the Applicable Period. This Annual Report was uploaded to each station’s Online Public Inspection File (OPIF) on **September 24, 2021** and can also be located through a link supplied on each station’s website that directs users to the EEO page of their OPIF where this report is posted, in accordance with the FCC’s EEO Rules.

**SECTION 1: Full-Time Job Openings Filled During This Period**

Time Period Covered: **October 1, 2020 to September 20, 2021**

Stations in Employment Unit: **KCMS, KCIS, and KWPZ**

Full-time Positions Filled by Job Title		Date Opened	Date Filled	Recruitment Source for Hiree
1.	KCMS/KCIS Sales Executive	3.5.21	5.3.21	Radio Advertisement
2.	KCMS/KCIS Sales Executive	3.5.21	6.1.21	Radio Advertisement
3.	Media Engineer	7.12.21	9.20.21	Employee Referral
4.	On-Air Talent--KWPZ	2.9.21	9.1.21	Employee Referral
5.	Professional Voice Talent/Assistant Program Director	6.16.21	7.1.21	Employee Referral
6.	Promotions Coordinator—KCMS/KCIS	7.23.21	9.9.21	Radio Advertisement

**Total Number of People Interviewed for All Job Positions: 32**

**SECTION 2: Recruitment Sources**

Time Period Covered: **October 1, 2020 to September 20, 2021**

Stations in Employment Unit: **KCMS, KCIS, and KWPZ**

Recruitment Source (Name, Address, Telephone Number, Contact Person, Email Address, Website)	Total Number of Interviewees This Source Has Provided During This Period	Full Time Positions For Which This Source Was Utilized
1. Christian Jobs Online, <a href="http://www.christianjobs.com/">http://www.christianjobs.com/</a>	0	Position 1, 2, 3, 4
2. CRISTA Ministries Career Site <a href="http://www.crista.org">www.crista.org</a>	0	All Positions
3. Indeed <a href="http://www.indeed.com/">http://www.indeed.com/</a>	0	All Positions
4. Glassdoor <a href="https://www.glassdoor.com/index.htm">https://www.glassdoor.com/index.htm</a>	0	Positions 1, 2
5. LinkedIn <a href="https://www.linkedin.com">https://www.linkedin.com</a>	1	All Positions
6. Radio Advertisement <a href="https://www.spirit1053com">https://www.spirit1053com</a>	0	Position 1, 2, 6
7. HisAir.net <a href="http://www.hisair.net/job-openings/">http://www.hisair.net/job-openings/</a>	1	Position 4
8. Christian Music Broadcasters <a href="http://Cmbonline.org">http://Cmbonline.org</a>	0	Position 1, 2, 4
9. AllAccessRadio <a href="http://www.allaccess.com">http://www.allaccess.com</a>	1	Position 4
10. Talent.com <a href="http://www.talent.com">http://www.talent.com</a>	0	Position 4

11.	Milkman Unlimited <a href="http://www.milkmanunlimited.com">http://www.milkmanunlimited.com</a>	2	Position 4
12.	Washington State Association of Broadcasters <a href="https://wsab.org/">https://wsab.org/</a>	0	Position 4
13.	Eluta <a href="http://www.eluta.ca">http://www.eluta.ca</a>	0	Position 4
14.	SPIRIT 105.3 Radio Announcement 19303 Fremont Ave N Seattle, WA 98133 <a href="http://www.cristamedia.com">http://www.cristamedia.com</a>	4	Position 1, 2, 6
15.	SBE (Society of Broadcast Engineers) <a href="https://www.sbe.org/sections/jl_listings.php">https://www.sbe.org/sections/jl_listings.php</a>	0	Position 3
16.	Neuvoo <a href="https://neuvoo.com/jobs">https://neuvoo.com/jobs</a>	0	Position 4
17.	Personal or Employee Referral	12	All Positions
18.	No Referral Source Listed	11	Position 3, 4, 6

**The following recruitment resources have requested to be sent notifications for all full-time openings.**

Recruitment Source (Name, Address, Telephone Number, Contact Person, Email Address, Website)	Total Number of Interviewees This Source Has Provided During This Period	Full Time Positions For Which This Source Was Utilized	Requested Date
1. Be On Air.com Terry Cuff Ohio Center for Broadcasting – Colorado campus 404 South Upham Street, Lakewood, CO 80226 303.937.7070 <a href="mailto:tcuff@beonair.com">tcuff@beonair.com</a> FunJobsOnAir.com	0	All Positions	7.10.12

**The following recruitment resources obtained job opening information through recruitment resources utilized by station unit but were not contacted directly through station unit.**

Recruitment Source (Name, Address, Telephone Number, Contact Person, Email Address, Website)	Total Number of Interviewees This Source Has Provided During This Period	Full Time Positions For Which This Source Was Utilized
1. N/A		

SECTION 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Time Period Covered: **October 1, 2020 to September 20, 2021**

Stations in Employment Unit: **KCMS, KCIS, and KWPZ**

**A. During the reporting period, the station employment unit engaged in the following initiatives:**

- 1) **Active Intern program\***
  - a. Local colleges, community colleges, and high schools have provided us with unpaid interns, who receive college/class credit for their service:  
N/A for this period
- 2) **Host Station Tours\***
  - a. Station tours at KCMS/KCIS were given to the public on the following days: N/A for this period
- 3) **Provision of training to management level personnel** as to methods of ensuring equal employment opportunity and preventing discrimination.

Please Note: As a non-profit religious broadcaster, CRISTA is exempt from the requirement to perform supplemental activities listed in Section 3. We continue to do them, to the extent possible, in a spirit of good faith.

Name of Respondent: Heidi Moore

Signed:  Date: 9/24/21  
**Heidi Moore**  
**Executive Assistant | CRISTA Media**  
**Telephone No. (206) 546-7350**

\* Please note that our offices closed to all other than essential personnel due to COVID-19 beginning March 16, 2020 and remain closed to the general public as of 9/20/21. We have also been unable to attend outside events, such as job fairs, during this period.