

## 2019-2020 ANNUAL EEO PUBLIC FILE REPORT

For the reporting period of **10/1/19 - 9/30/20**

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, 2019 through September 30, 2020\*** (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 stations’ Online Public Inspection File (OPIF) on **October 1, 2020** and can also be located through a link supplied on each stations’ 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, 2019 to September 30, 2020**

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

	<b>Full-time Positions Filled by Job Title</b>	<b>Date Opened</b>	<b>Date Filled</b>	<b>Recruitment Source for Hiree</b>
1.	KCMS/KCIS Sales Executive	1.4.2019	2.17.20	Radio Advertisement
2.	KCMS/KCIS Sales Executive	1.4.2019	2.17.20	CRISTA Career Site
3.	KWPZ Sales Executive	7.25.2019	1.21.2020	CRISTA Career Site

**Total Number of People Interviewed for All Job Positions: 10**

**SECTION 2: Recruitment Sources**

Time Period Covered: **October 1, 2019 to September 30, 2020**

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

	<b>Recruitment Source (Name, Address, Telephone Number, Contact Person, Email Address, Website)</b>	<b>Total Number of Interviewees This Source Has Provided During This Period</b>	<b>Full Time Positions For Which This Source Was Utilized</b>
1.	Christian Jobs Online, <a href="http://www.christianjobs.com/">http://www.christianjobs.com/</a>	0	Positions 1, 2
2.	CRISTA Ministries Career Site <a href="http://www.crista.org">www.crista.org</a>	7	All Positions
3.	Indeed <a href="http://www.indeed.com/">http://www.indeed.com/</a>	2	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>	0	All Positions
8.	Radio Advertisement <a href="https://www.spirit1053com">https://www.spirit1053com</a>	1	Position 1, 2

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, 2019 to September 30, 2020**

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.** Local colleges, community colleges, and high schools have provided us with unpaid interns, who receive college/class credit for their service.
2. **Hosted Station Tours**
  - a. Station tours at KCMS/KCIS were given to the public on the following days:
    - **February 5, 2020** hosted by Mikki Running
    - **February 17, 2020** hosted by Mikki Running
    - **July 13, 2020** hosted by Angela Lustyuk

Name of Respondent: Heidi Moore

Signed: Heidi Moore Date: 10/1/20

**Heidi Moore**  
**Executive Assistant | CRISTA Media**  
**Telephone No. (206) 546-7350**

\* Note that a hiring freeze for KCMS, KCIS, and KWPZ began on February 28, 2020 and continues as of 9/30/20. Also note that our offices closed to all other than essential personnel due to COVID-19 beginning March 16, 2020 and remains closed as of 9/30/20.