

**EEO Narrative Statement**

**[Common Stations KCIS(AM), KCMS(FM) and KWPZ(FM)]**

CRISTA Ministries (“Licensee”) is a non-profit religious broadcaster that has established a religious belief as a qualification for all of the employees of its radio stations, as described in Section 73.2080(a) of the FCC’s rules. Licensee is, therefore, exempt from the requirements to perform the initiatives set forth in 73.2080(c)(2) of the rules. Licensee does, however, make reasonable, good faith efforts to recruit applicants for full-time positions who are qualified based on their religious affiliation. Licensee does not discriminate on the basis of race, color, national origin or gender from among persons who share Licensee’s religious affiliation.

Although not required to undertake specific outreach efforts, for the reasons stated above, Licensee has nevertheless taken a number of efforts to achieve broad and inclusive employment candidates for full-time openings at stations KCIS(AM), KCMS(FM) and KWPZ(FM) (the “Stations”) over the period of time covered by this report. In addition to Licensee’s broad outreach to fill each open position at the Stations, Licensee has participated in several outreach activities over the past 2 years as detailed in the Stations’ 2019-2020 and 2020-21 Annual EEO Reports attached to this EEO Program Report (FCC Form 2100 – Schedule 396).

In job candidate searches, in addition to contacting an array of sources, Licensee has utilized the Stations’ online presence to place job openings as well as job search websites. Periodically, in the past, Licensee’s representatives have attend local job fairs. Licensee believes that, through the steps described above, it has succeeded in achieving broad and inclusive outreach in its hiring practices during the Stations’ current license terms.

However, Licensee has experienced difficulties in its outreach efforts during the last two years due to the effects of the COVID-19 and its variants. Licensee’s studios have been closed all but essential personnel since March 16, 2020, and remain closed to the general public as of the date of this report. Licensee’s personnel have likewise been prevented by pandemic concerns from attending outside events, such as job fairs, during this time period.