

## 2022-2023 ANNUAL EEO PUBLIC FILE REPORT

For the reporting period of **10/1/22 - 9/30/23**

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, 2022 through September 30, 2023** (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 **October 10, 2023** 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, 2022 to September 30, 2023**

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 Account Executive	6/3/2022	5/16/2023	Employee
2.	KCMS/KCIS Account Executive	6/3/2022	5/23/2023	Northwest University
3.	Promotions Coordinator	4/27/2023	9/6/2023	Employee

**Total Number of People Interviewed for All Job Positions: 7**

SECTION 2: Recruitment Sources

Time Period Covered: **October 1, 2022 to September 30, 2023**

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	Positions 1, 2
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>	1	All Positions
4.	Glassdoor <a href="https://www.glassdoor.com/index.htm">https://www.glassdoor.com/index.htm</a>	0	All Positions
5.	LinkedIn <a href="https://www.linkedin.com">https://www.linkedin.com</a>	0	All Positions
6.	SPIRIT 105.3 Radio Announcement 19303 Fremont Ave N Seattle, WA 98133 <a href="http://www.cristamedia.com">http://www.cristamedia.com</a>	1	Positions 1, 2
7.	PRAISE 106.5 Radio Announcement 2211 Rimland Dr., Suite 116 Bellingham, WA 98226 <a href="http://www.cristamedia.com">http://www.cristamedia.com</a>	0	Position 3
8.	Zip Apply <a href="http://www.zipapply.com">http://www.zipapply.com</a>	0	All Positions
9.	Northwest University Career Development Center 5520 108 <sup>th</sup> Ave NE Kirkland, WA 98033 <a href="mailto:Peter.carlson@northwestu.edu">Peter.carlson@northwestu.edu</a>	1	Positions 1, 2

10.	Personal or Employee Referral	4	All Positions
11.	No Referral Source Listed	0	

**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, 2022 to September 30, 2023**

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 and other colleges, community colleges, and high schools have provided us with unpaid interns, who receive college/class credit for their service:

- i. Programming Intern: Audrey Ruhlman, Grand Canyon University, Total of 84 hours

2) **Host Station Tours**

- a. Station tours at KCMS/KCIS were given to the public on the following days:
  - i. Tour guided by Sarah Taylor on November 1, 2022 for Heather Angelo and her three children
  - ii. Tour guided by Erica Parkerson on August 8, 2023 for Soe Ay Tjiam and her children
- b. Station tours at KWPZ were given to the public on the following days:
  - i. Tour guided by Greg Otterholt on May 8, 2023 for Brandon and Owen Milsap
  - ii. Tour guided by Sydney Kaer and Heidi Martin on May 8, 2023 for the Ryan Family from Bellingham
  - iii. Tour guided by Greg Otterholt on May 17, 2023 for the Weston Family
  - iv. Tour guided by Greg Otterholt on June 20, 2023 for the Maphumalo Family
  - v. Tour guided by Roger Burke on July 6, 2023 for the Brain Family from Duncan, BC

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:** 10/10/23

**Heidi Moore**  
**Operations Manager | CRISTA Media**  
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