



## KCMS-FM Recruiting Practices

KCMS-FM, a station of CRISTA Media, is wholly owned by CRISTA Ministries, a Christian not-for-profit organization. As such, we are selective in our hiring practices, hiring only those who are of the Christian faith and who agree with the CRISTA Ministries “Statement of Faith.” This statement is included as part of CRISTA’s employment application. Applicants must indicate that they have read and agree with this Statement of Faith and that their personal beliefs are in conformance with it.

In recruiting potential hires of like faith, the stations of CRISTA Media utilize the following recruitment practices:

1. CRISTA Human Resources lists all current openings on the CRISTA web site ([www.crista.org](http://www.crista.org)) along with an abbreviated job description and online application. A link to this site is offered on all four of our station websites under “CRISTA Employment”: [www.spirit1053.com](http://www.spirit1053.com), [www.kciscradio.com](http://www.kciscradio.com), [www.praise1065.com](http://www.praise1065.com) and [www.spirit1059.com](http://www.spirit1059.com)
2. When appropriate, we advertise job openings in local newspapers such as the *Seattle Times* as well as on local job sites such as *Craigslist*. If your organization would like CRISTA to notify you of current openings within CRISTA Media, please contact Heidi Moore at [heidi@spirit1053.com](mailto:heidi@spirit1053.com).
3. Throughout the year, CRISTA Media is represented at career and job fairs in the Seattle area.
4. When appropriate, we utilize our own airwaves to advertise openings, as this represents the best way to reach a large body of diverse men and women who tend to share a common faith.
5. CRISTA Media stations practice ongoing interviewing and recruiting for account executives (sales) positions.
6. CRISTA Media stations provide internship programs. CRISTA stations have ongoing direct contact with local colleges and have employed interns from schools including Seattle Pacific University, Northwest University, Western Washington University, local community colleges, the University of Washington, and other institutions.

Further information concerning CRISTA Ministries hiring policies may be obtained at [www.crista.org](http://www.crista.org) or by calling CRISTA Ministries Human Resources during normal weekday business hours at 206-546-7506.

CRISTA is an Equal Opportunity Employer

**CRISTA Ministries is an equal opportunity employer and does not unlawfully discriminate on the basis of race, sex, color, national origin, marital status, veteran status, disability status, or any other basis prohibited by federal, state, or local law. As a religious organization, CRISTA Ministries is permitted and reserves the right to prefer employees on the basis of religion. Title VII, Section 702-703, vs. Civil Rights Act of 1964, as amended; Rev. Code of Washington 49.60.040.**

Title VII

**CRISTA is a Not-for-Profit Christian organization that works both in the United States and Internationally. Christian faith in an applicant is a prerequisite for employment, based upon federal guidelines provided in Title VII.**

Privacy Notice

**The Federal Communications Commission (FCC) requires all radio stations to report the names of community organizations receiving job vacancy information. In addition, we report the contact person’s professional address and telephone number in an annual EEO Public File report that will be made available to the general public in our public inspection file and on our website.**