



## KCMS-FM Recruiting Practices

KCMS-FM, a station of CRISTA Broadcasting, 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 Broadcasting 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 three of our station websites: [www.spirit1053.com](http://www.spirit1053.com), [www.kcisradio.com](http://www.kcisradio.com), and [www.praise1065.com](http://www.praise1065.com).
2. CRISTA Broadcasting is represented at job fairs conducted annually by the Puget Sound Radio Broadcasters Association.
3. When appropriate, we advertise job openings in local newspapers such as the *Seattle Times* as well as on local job sites such as *Craigslist*.
4. Throughout the year, CRISTA Broadcasting is represented at career and job fairs in the Seattle area.
5. 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.
6. CRISTA Broadcasting stations practice on-going interviewing and recruiting for account executives (sales) positions.
7. CRISTA Broadcasting stations provide internship programs. CRISTA stations have on-going direct contact with local colleges and have employed interns from schools including Seattle Pacific University, Northwest 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.