



## KWPZ-FM RECRUITING PRACTICES

KWPZ-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 a part of CRISTA’s employment application. Applicants sign to indicate that they have read and understood 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. Full time job openings (except in emergency or other special situations) are listed with CRISTA Ministries Human Resources Department.
2. 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 <http://www.praise1065.com/>.
3. CRISTA Human Resources also publishes a printed bi-weekly listing of all job openings, which is posted throughout our campus, reaching a group of 700-800 CRISTA employees. These individuals represent potential hires and also become a valuable referral source.
4. CRISTA Human Resources also lists all current jobs on its Job Line telephone recording, which can be accessed by calling 206-546-7202, 24 hours a day.
5. CRISTA Broadcasting is represented at job fairs conducted annually by the Puget Sound Radio Broadcasters Association.
6. When appropriate, we advertise job openings in local newspapers such as the *Bellingham Herald*.
7. 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.
8. CRISTA Broadcasting stations practice on-going interviewing and recruiting for account executive (sales) positions.
9. CRISTA Broadcasting stations provide internship programs. CRISTA stations maintain contact with area colleges and High Schools and have during the past five years utilized interns from area schools.

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 206-546-7533.