

KCHX FM, KCRS-AM, KCRS-FM, KFZX FM, KMRK FM
EEO PUBLIC FILE REPORT
April 1, 2020 thru March 31, 2021

(Note: 12-month period determined by FCC license renewal filing date and not on calendar basis)

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
[Insert name of job title, e.g. Account Executive]	[Insert numbers corresponding to RS's in the MRSL, e.g., 1-10, 15, 18-23]	[Insert number corresponding to RS in the MRSL, e.g., 23]
Traffic Director	1 - 16	11
Program Director	1 - 16	4

See "II. Master Recruitment Source List" for recruitment sources source data

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Job Search Office Texas Workforce Commission 2626 JBS Parkway Bldg. D Odessa, TX 79761	Y	0
2	Midland Hispanic Chamber of Commerce 208 S. Marienfeld Midland, TX 79701	Y	0
3	Lauren Henson Career Center Odessa College 201 W. University Odessa, TX 79764	Y	0
4	Texas Association of Broadcaster 502 E. 11 th St. Suite 200 Austin, TX 79701-2619	Y	0
5	All Access Music Group 1222 16 th Avenue South, Suite 25 Nashville, TN 37212	Y	0
6	Midland College Connie Howard 3600 N. Garfield Midland, TX 79705	Y	0
7	Pass Office Administrator University of Texas of the Permian Basin 4901 E. University Odessa, TX 79762	Y	0
8	JTPA Administrator P.O. Box 60660 Midland, TX 79711	Y	0
9	Mexican American Network Ines Corral 11931 E. 37 th Street, Suite 3 Odessa, TX 79762	Y	0
10	Newspaper Odessa American and Midland Reporter Telegram	N	0
11	On –Air Announcements	N	5

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
12	Employee Referral - Odessa	N	1
13	Re-Hire Odessa	N	0
14	Walk-In Odessa	N	0
15	Inside Promotion - Odessa	N	0
16	Non Employee Referral - Odessa	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			6

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	05/12/2020 Experience Works Inc. Odessa TX. 8am-10am	Live on-air interview and recruitment with company that employs, helps retrain and employ Seniors. Station management talked about opportunities at our radio stations for Seniors to work and how they might come in and be trained and mentored by management. Furnished applications and station information for Experience Works to give to their trainees that were interested in working for ICA Radio, LTD.
2	5/28/20 – 6/17/20 On Air Announcements – Hiring Event	ICA Radio, LTD aired (334) announcements To further the goal of disseminating information as to employment opportunities at ICA Radio, LTD.
3	12/05/2020 Odessa College Financial Aid Day Wrangler Express Center Odessa, TX 9:00 am – 12 noon	ICA Radio partnered with Odessa College to help students apply for financial aid, apply for college, and register for classes. While there, ICA Radio, LTD provided students with station profiles and job opportunities in the radio industry, employment applications were provided to all interested parties.

<p>4</p>	<p>1/30/2021</p> <p>Sand Revolution Hiring Event 8am – 12pm Midland, TX</p>	<p>Participated in Hiring Event</p> <p>ICA Radio, LTD attended a hiring event at Sand Revolution. Stations broadcast live at the hiring event. Attended by station personnel who had substantial responsibility in making hiring decisions. ICA Radio, LTD provided job fair attendees with station information, job opportunities, and employment applications for those interested in working fir ICA Radio, LTD.</p>
<p>5</p>	<p>3/18/2021</p> <p>Market Street Job Fair 12n – 3pm Midland, TX</p>	<p>Participated in Job Fair</p> <p>ICA Radio, LTD attended by station management who had responsibility in making hiring decisions for all departments at ICA Radio, LTD. Stations did live broadcasts from the job fair recruiting potential applicants. While there, ICA Radio, LTD provided station profiles, job opportunities in the radio industry, and employment opportunities at ICA Radio, LTD.</p>
<p>6</p>		
<p>7</p>		